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Financing of the United Nations Operation in Côte d'Ivoire

Budget for the United Nations Operation in Côte d'Ivoire for the period from 1 July 2015 to 30 June 2016

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Operation in Côte d'Ivoire (UNOCI) for the period from 1 July 2015 to 30 June 2016, which amounts to $418,241,800 and represents a decrease of $75.3 million (15.3 per cent) compared with the 2014/15 budget.

During the 2015/16 period, the priority for UNOCI will be the protection of civilians through implementation of a comprehensive three-tiered strategy, consisting of: political dialogue and advocacy; pre-empting or responding to violence against civilians; and promoting legal protection and the facilitation of humanitarian assistance.

The budget provides for the deployment of up to 192 military observers, 5,245 military contingent personnel, 500 United Nations police officers, 1,000 formed police unit personnel, 358 international staff, 713 national staff, 154 United Nations Volunteers, and 8 Government-provided personnel. In its resolution 2162 (2014) of 25 June 2014, the Security Council decided, inter alia, that the uniformed personnel of UNOCI should be reduced, so that the Operation shall consist of up to 5,437 military personnel, comprising 5,245 troops and 192 staff officers, by the end of 30 June 2015. The Security Council also decided that the authorized strength of the UNOCI police component should consist of up to 1,500 officers and that the 8 custom officers previously authorized would be maintained.

The total resource requirements for UNOCI for the financial period from 1 July 2015 to 30 June 2016 have been linked to the mission's objective through a number of results-based frameworks, organized according to components (safe and secure environment; humanitarian and human rights; peace consolidation; law and order; and support). The human resources of the mission in terms of the number of personnel have been attributed to the individual components, with the exception of the mission's executive direction and management, which can be attributed to the mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the mission.

The decreased budget provision of $40.7 million for military and police personnel is related mainly to the reduction of military contingents and United Nations police officers. The reduction of $14.9 million for civilian personnel is owing mainly to a net reduction of 53 international posts, 83 national posts and 24 United Nations Volunteer positions. Operational costs are reduced by $19.8 million, mainly as a result of the decrease of the disarmament, demobilization and reintegration programme and the reduction in the composition of the air fleet.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures[a] (2013/14)*	*Apportionment[a] (2014/15)*	*Cost estimates (2015/16)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	300 795.8	260 887.1	220 233.3	(40 653.8)	(15.6)
Civilian personnel	112 293.0	102 223.9	87 365.8	(14 858.1)	(14.5)
Operational costs	133 740.4	130 459.3	110 642.7	(19 816.6)	(15.2)
Gross requirements	**546 829.2**	**493 570.3**	**418 241.8**	**(75 328.5)**	**(15.3)**
Staff assessment income	10 158.9	8 896.0	7 779.5	(1 116.5)	(12.6)
Net requirements	**536 670.3**	**484 674.3**	**410 462.3**	**(74 212.0)**	**(15.3)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**546 829.2**	**493 570.3**	**418 241.8**	**(75 328.5)**	**(15.3)**

[a] Reflects the realignment of resources for Government-provided personnel from the operational costs category to the civilian personnel category of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs category to the military and police personnel category of expenditure.

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[c]	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management											
Approved 2014/15	–	–	–	–	45	19	–	14	–	–	**78**
Proposed 2015/16	–	–	–	–	46	18	–	14	–	–	**78**
Components											
Safe and secure environment											
Approved 2014/15	192	6 945	–	–	23	12	–	22	–	–	**7 194**
Proposed 2015/16	192	5 245	–	–	17	5	–	10	–	–	**5 469**
Humanitarian and human rights											
Approved 2014/15	–	–	–	–	24	55	–	24	8	–	**111**
Proposed 2015/16	–	–	–	–	24	55	–	31	8	–	**118**
Peace consolidation											
Approved 2014/15	–	–	–	–	23	86	–	8	–	–	**117**
Proposed 2015/16	–	–	–	–	20	76	–	7	–	–	**103**
Law and order											
Approved 2014/15	–	–	555	1 000	19	19	–	6	36	–	**1 635**
Proposed 2015/16	–	–	500	1 000	8	7	–	–	–	–	**1 515**
Support											
Approved 2014/15	–	–	–	–	277	605	–	104	–	–	**986**
Proposed 2015/16	–	–	–	–	243	552	–	92	–	–	**887**
Total											
Approved 2014/15	192	6 945	555	1 000	411	796	–	178	44	–	**10 121**
Proposed 2015/16	192	5 245	500	1 000	358	713	–	154	8	–	**8 170**
Net change	**–**	**(1 700)**	**(55)**	**–**	**(53)**	**(83)**	**–**	**(24)**	**(36)**	**–**	**(1 951)**

[a] Represents highest level of proposed strength, subject to the decision of the Security Council.
[b] Includes one position at the P-4 level, 3 Field Support and 12 national General Service positions for 6 months only.
[c] Includes National Professional Officers and national General Service staff.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Operation in Côte d'Ivoire (UNOCI) was established by the Security Council in its resolution 1528 (2004). The most recent extension of the mandate was authorized by the Council in its resolution 2162 (2014), by which the Council extended the mandate of the Operation until 30 June 2015.

2. UNOCI is mandated to help the Security Council achieve an overall objective, namely, to support the Government in stabilizing the security situation in the country and to make progress towards the achievement of lasting peace and stability.

3. Within this overall objective, UNOCI, during the budget period, will contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. The frameworks are organized according to components (safe and secure environment; humanitarian and human rights; peace consolidation; law and order; and support), which are derived from the mandate of the Operation.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Operation, and the indicators of achievement show a measurement of progress made towards such accomplishments during the budget period. The human resources of UNOCI in terms of the number of personnel have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel, compared with the budget for 2014/15, including reclassifications, have been explained under the respective components.

5. The Operation's headquarters is located in Abidjan and is supported by two regional offices in Bouaké (Sector East) and Daloa (Sector West), as well as a field office in Abidjan. Civilian, military and police personnel are currently located in 58 sites throughout the country, including a civilian presence in the two regional offices and nine field offices. In the 2015/16 period, UNOCI plans to have a total of 40 sites throughout the mission area, and a civilian presence at the Abidjan headquarters, two regional offices (Bouaké and Daloa) and seven field offices. The continuing consolidation of civilian staff into integrated multidimensional teams in key strategic locations will allow for a better division of labour among the military, police and civilian components and will multiply the impact of activities on the ground. The reduced number of civilian field offices reflects the review of the overall deployment patterns of the Operation, specifically given the reduction in troop strength and the evolution of the security situation on the ground, and taking into account lessons learned in 2012 and 2013.

B. Planning assumptions and mission support initiatives

6. Pursuant to Security Council resolution 2162 (2014), the protection of civilians will remain the overarching priority for UNOCI during the 2015/16 period. Through the implementation of a comprehensive three-tiered strategy for the protection of civilians and a more preventive and pre-emptive posture, UNOCI, in coordination with the United Nations country team, will continue to collect information and identify potential threats and bring them to the attention of the Ivorian authorities. The activities of the Operation will focus on: political dialogue

and advocacy (protection through the political process); pre-empting or responding to violence against civilians (physical protection); and promoting legal protection, the facilitation of humanitarian assistance, and the provision of support for effective national institutions (protective environment).

7. Security Council resolution 2162 (2014) emphasizes the political mandate of UNOCI, in particular the provision of good offices, including in support of the successful and peaceful conduct of elections in 2015. It further mandates the Operation to contribute to the provision of electoral security through the presidential elections in 2015. The resolution also discontinues the Operation's engagement in the justice and corrections sector. As a result, all justice and corrections posts are being abolished in the 2014/15 period. While UNOCI is no longer mandated to support the extension of State authority, the provision of support to social cohesion and the performance of other local level political tasks will remain an important priority.

Security situation

8. The security situation in Côte d'Ivoire continues to improve, although it remains fragile in some pockets, primarily in the west and in other hot spots across the country. The situation is characterized by high levels of violent crime in the country's high-risk areas, including sporadic occurrence of cross-border attacks, banditry, and sexual and gender-based violence, as well as recurrent incidents of inter-community violence related to identity and nationality, and land disputes. Those acts are sometimes committed by elements of the Forces républicaines de Côte d'Ivoire (FRCI), dozos (traditional hunters) and former combatants. Tensions also arise from unresolved issues in connection with the illegal occupation of land and classified forests and the population's lack of confidence in FRCI and the affiliated armed groups entrusted with conducting security operations. The situation in the area along the border between Liberia and Côte d'Ivoire continues to present some security challenges, notwithstanding tangible improvements. As the country moves towards the elections in 2015, the risk of possible tensions may increase in certain areas.

9. Ensuring stability will require further progress in national reconciliation and social cohesion by addressing the root causes of the Ivorian conflict, including land tenure issues, identity and nationality, control over and access to natural resources, as well as inter-community relations. Concluding disarmament, demobilization and reintegration, and accelerating the implementation of the security sector reform process and other governance reforms will also be critical for achieving lasting peace and prosperity. Despite economic recovery, possible risks of social unrest are also posed by the lack of tangible improvement in the daily lives of people in some parts of the country. As the country engages in the conduct of elections in 2015, there is continued need for UNOCI to provide support to the national authorities in addressing issues relating to reconciliation, social cohesion and public order. The Operation will also continue to devote special attention to stabilization of the western border areas and other volatile areas.

Political situation

10. Although dialogue between the Government and the opposition is ongoing, and it is assumed that the political environment in Côte d'Ivoire will generally

continue to improve, progress towards reconciliation is partial, and political consensus on substantive issues has yet to be fully addressed. In 2015/16, the political climate will be marked by the organization of the presidential and legislative elections. The presidential elections are scheduled to take place between October and December 2015 and the legislative elections in the first quarter of 2016. The elections are expected to be a critical milestone for the Ivorian peace consolidation process, and it is assumed that they will be conducted peacefully and successfully. However, the electoral environment may also lead to increased tensions in hot spots and result in hate speech in the local media. This could increase possible risks to stability during the electoral period if political differences that trigger conflict are not addressed. Enhanced situational awareness and close political engagement will continue to be required to facilitate an environment that is conducive to the holding of peaceful elections, including with respect to dialogue and reconciliation, electoral reform, security sector reform and the disarmament of former combatants. Accordingly, the political role of UNOCI will continue to be critical during the 2015/16 period to the facilitation of dialogue among all political stakeholders in preparation for the presidential elections. This will be conducted and guided primarily through the good offices of the Special Representative of the Secretary-General. ONUCI FM will also continue to produce and broadcast accurate and impartial information to contribute to the creation of a peaceful environment throughout the electoral period.

11. The good offices role of the Special Representative of the Secretary-General is a core mandated responsibility of UNOCI, which will increase in importance during the electoral period. Efforts to help facilitate an environment conducive to the holding of free and fair elections are already under way, with the successful engagement of the Special Representative in the establishment of the Independent Electoral Commission and the resumption of political dialogue between the opposition and the Government.

Security sector reform and disarmament, demobilization and reintegration

12. Over the course of the past year, progress was made in implementing the National Security Sector Reform Strategy, adopted in 2012 and updated in 2014, under the leadership of the national Security Council. The disarmament, demobilization and reintegration process that was initiated in 2012 by the National Disarmament, Demobilization and Reintegration Authority also progressed, with the aim of the Government to conclude the process before the presidential elections in 2015.

13. Pursuant to Security Council resolution 2162 (2014), UNOCI will continue to assist the national authorities in implementing critical security sector reforms with a view to setting up inclusive, accountable and professional security institutions, including through advisory, capacity-building, training and coordination support.

14. In the context of the process of the disarmament, demobilization and reintegration of former combatants, it is anticipated that UNOCI will be called upon to continue to assist the national authorities in concluding and monitoring the national disarmament, demobilization and reintegration programme and to address any residual caseload of former combatants, including with regard to weapons collection and community-based disarmament, the sustained social and economic reinsertion of former combatants, communications and, as necessary and feasible,

the repatriation of foreign armed elements. The Operation, in cooperation with the United Nations Mine Action Service (UNMAS), will also continue to allocate resources to the management of weapons and ammunitions, as well as to capacity for the disposal of explosive ordnance.

Humanitarian and human rights situation

15. The humanitarian situation has improved significantly, although some pockets of vulnerability persist, particularly in the west and in the north. The continued return of refugees and internally displaced persons to their areas of origin is a sign of confidence and an indicator of improvement. The Ebola outbreak, however, which unfolded in the subregion in 2014, might reverse some humanitarian gains, if it is not effectively and rapidly contained. The Operation will continue to support humanitarian assistance, including through the provision of security and logistical support, to facilitate humanitarian access and the delivery of humanitarian assistance, and will support the voluntary, safe and sustainable return of refugees and internally displaced persons. UNOCI will also continue to assist, as necessary, the United Nations Mission for Ebola Emergency Response (UNMEER) with the prompt and effective conduct of its mandate.

16. The human rights situation is expected to remain challenging, with continued incidences of sexual and gender-based violence and other violations and abuses of human rights. The efforts of the Operation will therefore remain important to contribute to: the promotion and protection of human rights; the provision of support for compliance with international humanitarian and human rights law; the prosecution of crimes; and provide support for the due diligence policy, and the monitoring of and reporting on human rights violations. Particular focus will be placed on the provision of support to national efforts aimed at combating sexual and gender-based violence. Specific protection for women affected by conflict will also be provided.

Military and police personnel

17. During the 2014/15 period, the Operation pursued the gradual drawdown and reconfiguration of the Force in line with Security Council resolution 2162 (2014) to consolidate its military presence in the west and other high-risk areas of the country while shifting to a mobile and robust posture. A central element is the deployment of a Quick Reaction Force of one battalion, with regional vocation to intervene in Liberia and other crises in the subregion, as necessary. The Quick Reaction Force is expected to be fully operational before the end of the 2014/15 period. By 30 June 2015, the uniformed personnel strength of UNOCI will consist of up to 5,437 military personnel, comprising 5,245 troops and staff officers and 192 military observers. Budgetary provisions for the 2015/16 period are made for the planned number of 5,126 contingent personnel and 192 military observers. UNOCI will continue to provide support to the national authorities in addressing remaining security threats and protecting civilians, within its existing capabilities and areas of deployment, and in accordance with the human rights due diligence policy. The UNOCI force will also maintain a robust posture and operational readiness to address and deter threats of physical violence, as required.

18. The UNOCI police component will maintain its strength at 1,500 personnel. The strong field presence will be continued with some redeployment to areas that are vacated by the force. A total of 500 individual police officers will be present at

22 team sites across the country, while formed police units, with a total strength of 1,000 elements, will be deployed in Abidjan, Bouaké, Daloa, Guiglo and Korogho, with a forward operating base in Toguei. In accordance with Security Council resolution 2162 (2014), the force and formed police units will be called upon to provide security assistance to the national authorities throughout the electoral process in the 2015/16 period. UNOCI will also continue to carryout capacity-building tasks and to facilitate the provision of training to law enforcement agencies. Advocacy and advisory support will continue to be provided in support of the implementation of the national police reform action plan, the police vetting process and the West Africa Coast initiative.

Air assets

19. During the budget period, UNOCI will operate and maintain 12 air assets, including 9 rotary-wing and 3 fixed-wing aircraft, from 4 aviation bases across the country. For a more cost-efficient delivery of air transportation, the larger Dash-8 fixed-wing aircraft will be replaced with a smaller capacity Beechcraft or equivalent. The Lear jet contract will be discontinued from January 2016. Three military Bell helicopters will be replaced by two Mi-17 helicopters. One civilian Mi-8 aircraft will also be discontinued at the end of December 2014. Cost-sharing arrangements with the United Nations Mission in Liberia (UNMIL) will continue in respect of the 3 military attack helicopters deployed in Man: to support insertion and extraction operations; to undertake deterrence, surveillance and reconnaissance missions; to perform as escort utility helicopters; and to provide support to ground operations. ONUCI will also operate the UNMIL B-737 on a 10 per cent cost-sharing basis for the rotation of its regional contingent troops.

Civilian personnel

20. The proposed levels of civilian personnel in UNOCI reflect the adjusted focus of the Operation, pursuant to Security Council resolution 2162 (2014). Overall, a net reduction of 160 posts and positions is proposed, and 4 international posts will be converted to national posts. There are specific reductions compared with the 2014/15 staffing table with respect to rule of law, in line with Security Council resolution 2162 (2014), and further reductions are proposed with respect to the disarmament, demobilization and reintegration, public information, and security and support functions in line with the planned drawdown of the mission. The proposed changes will ensure that UNOCI has the appropriate number of staff in the right categories, and at the appropriate locations and levels, to effectively implement its mandate. Pursuant to General Assembly resolution 66/264, a review of the civilian staffing of UNOCI was conducted in October 2013. The recommendations following the review were partially implemented in the approved staffing table for 2014/15 and have been further factored into reductions and rationalizations in the budget proposal for the current period. Building on lessons learned and best practices from other missions, UNOCI will also focus on building the capacity of national staff through targeted training programmes that are designed to both develop their skills to enable them to take on greater responsibilities within the mission and to facilitate their eventual reinsertion into the local economy.

Support

21. During the 2015/16 period, the support component will focus on: consolidating and streamlining locations in line with the drawdown in uniformed and civilian personnel levels in 2014/15; carrying out infrastructure enhancements required to increase the security of all UNOCI sites; implementing improvement measures, such as a reduced air fleet in line with reductions in military and civilian staffing and improved reporting through the Umoja enterprise resource planning system; and ensuring continuity of operations. Back-office support will continue to be provided to the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) in the areas of finance and human resources. Travel and training costs will continue to be closely monitored. Fuel requirements will decrease once the logistics base at Anakoune Koute is connected to the national grid in the current period. Information technology equipment and vehicle holdings will be reduced to levels that are in line with or below the standard ratios. No new assets will be procured except for the replacement of obsolete equipment that is deemed essential and the acquisition of one armoured vehicle to support the Close Protection Unit for the Special Representative of the Secretary-General. The automation of functions following the introduction of Umoja is expected to further increase operational efficiency. Continued attention will be paid to minimizing the Operation's environmental footprint.

22. At the organizational structural level, aviation and movement control functions will be merged. This merger is in line with the drawdown of the mission and changes made in other peacekeeping missions and will create management synergies for the movement of personnel and cargo into, out of and throughout the mission area, and allow for further reductions in staffing as functions are consolidated. The Civilian Human Resources Section will be restructured to include the Training Unit, thereby bringing together strategically related functions regarding the support provided to national and international staff leaving the mission as it draws down.

23. There will be a drawdown in the mission's operations after the elections in 2015. This will include a further reduction in staffing, specifically relating to Security and the HIV/AIDS Unit. While the one post at the P-4 level, three Field Service and 12 national General Service posts to be abolished in January 2016 are included in the staffing table, funding is requested only for the period from July to December 2015. The operational drawdown will include the discontinuation of two aircraft, the closing of ONUCI FM transmitter towers, reduced fuel requirements for aircraft and associated support areas.

C. Regional mission cooperation

24. The situation in the area along the border between Liberia and Côte d'Ivoire continues to improve, but important border-related challenges remain owing to cross-border movements of armed individuals, land issues and inter-community conflict. The challenges are heightened by movements in the area of refugees and internally displaced persons. The two Governments have taken steps to enhance border security within the ongoing implementation of the Manor River Union Cross-Border Security Strategy. While the current Ebola outbreak has momentarily stalled regional stabilization initiatives and a number of inter-mission cooperation initiatives, it is hoped that the crisis will have abated by the end of the 2014/15

period, allowing for the resumption of inter-mission cooperation activities. If so, UNOCI in collaboration with UNMIL, will intensify during 2015/16, support to the respective national authorities and regional initiatives to address remaining subregional threats in line with the Joint UNOCI-UNMIL Inter-mission Cooperation Framework for Engagement that was adopted in July 2014. In particular, joint initiatives that have already been identified will be further developed and implemented, to: (a) enhance border security and stabilization; (b) provide support to regional peace and security efforts and mechanisms; (c) promote reconciliation in the border region; (d) address residual humanitarian needs and; (e) strengthen information sharing and analysis.

25. In addition, the Operation will continue to support, as necessary, the work of UNMEER in tackling the Ebola crisis in West Africa. UNOCI will also continue to share information and work with MINUSMA on areas of mutual interest in the context of the inter-mission cooperation framework. UNOCI will continue to provide air support to other missions within its capability, including UNMEER, UNMIL and MINUSMA, as required and on a cost-sharing and cost-recovery basis, as well as to support the requirements of the special political missions in the region. The Operation will continue to support the regional efforts of the Mano River Union and the Economic Community of West African States (ECOWAS) to address the cross-border movements of armed elements and weapons and illicit trafficking, which is being coordinated by the United Nations Office for West Africa (UNOWA).

26. In coordination with the United Nations country team in Côte d'Ivoire, UNOCI will continue to enhance its cooperation with neighbouring United Nations country teams, in particular in Ghana and Guinea. This will allow for enhanced synergies with neighbouring countries without a peacekeeping field presence to address areas of common concern, such as the voluntary return of refugees, disarmament, demobilization and reintegration, and the exchange of information on border security issues.

27. Furthermore, the Special Representatives of the Secretary-General will continue to meet and consult with the senior officials of the above-mentioned missions in West Africa on the political situation in the region and issues of mutual concern.

28. The overall change in financial requirements from the 2014/15 period to the 2015/16 period reflects a decrease of $75.3 million, which is attributable mainly to: (a) the reduction in the planned strength of 1,819 military contingents and 55 United Nations police personnel; (b) a net reduction of 53 international and 83 national posts, 24 United Nations positions and 36 Government-provided personnel; (c) decrease of the disarmament, demobilization and reintegration programme; and (d) replacements and reduction of elements of the air fleet.

D. Partnerships, country team coordination and integrated missions

29. UNOCI will continue to apply a "one United Nations system" approach, with integrated strategic coordination, covering all mandated areas. A number of joint initiatives are being implemented, such as the Joint Support Initiative to the National Assembly, which brings together UNOCI and the United Nations country team in providing technical assistance to the National Assembly of Côte d'Ivoire based on a signed cooperation framework.

30. UNOCI will continue to work with the United Nations country team to support the consolidation of peace in accordance with the underlying strategy of the United Nations Development Assistance Framework 2013-2015. On integration-related matters, UNOCI, along with the United Nations country team, agreed to establish a cooperation framework whereby areas of common interest were identified and working groups were established in connection with mandated tasks of the Operation. At the strategic level, it is anticipated that for the 2015/2016 period, a light integrated strategic framework will be developed with a view to further strengthen joint planning, joint programming and joint implementation. On matters related to peace consolidation, the United Nations country team and UNOCI will continue to work together in order align the priority plan for Côte d'Ivoire to consolidate peacebuilding efforts and address related emerging challenges in the run-up to the presidential election in 2015. To this end, the United Nations country team and UNOCI will also continue to submit projects of relevance to be funded by the United Nations Peacebuilding Fund.

E. Results-based-budgeting frameworks

31. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. A definition of the terminology with respect to the six categories is contained in section A of annex I to the present report.

Executive direction and management

32. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General									
Approved posts 2014/15	1	2	5	3	4	**15**	8	5	**28**
Proposed posts 2015/16	1	2	6	3	4	**16**	7	5	**28**
Net change	–	–	**1**	–	–	**1**	**(1)**	–	–
Office of the Deputy Special Representative of the Secretary-General for Operations and Rule of Law									
Approved posts 2014/15	1	–	1	1	1	**4**	3	–	7
Proposed posts 2015/16	1	–	1	1	1	**4**	3	–	7
Net change	–	–	–	–	–	–	–	–	–

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff	United Nations Volunteers	Total
Office of the Deputy Special Representative of the Secretary-General for Humanitarian Coordination, Recovery and Reconstruction									
Approved posts 2014/15	1	–	3	–	1	5	2	–	7
Proposed posts 2015/16	1	–	3	–	1	5	2	–	7
Net change	–	–	–	–	–	–	–	–	–
Office of the Legal Adviser									
Approved posts 2014/15	–	–	2	1	–	3	3	1	7
Proposed posts 2015/16	–	–	2	1	–	3	3	1	7
Net change	–	–	–	–	–	–	–	–	–
Joint Analysis and Operations and Embargo Monitoring Section									
Approved posts 2014/15	–	–	4	5	1	10	–	5	15
Proposed posts 2015/16	–	–	4	5	1	10	–	5	15
Net change	–	–	–	–	–	–	–	–	–
Field Coordination and Inter-mission Cooperation									
Approved posts 2014/15	–	–	2	1	–	3	–	1	4
Proposed posts 2015/16	–	–	2	1	–	3	–	1	4
Net change	–	–	–	–	–	–	–	–	–
Strategic Planning and Best Practice Section									
Approved posts 2014/15	–	–	2	1	–	3	–	1	4
Proposed posts 2015/16	–	–	2	1	–	3	–	1	4
Net change	–	–	–	–	–	–	–	–	–
Office of the Spokesperson									
Approved posts 2014/15	–	–	1	1	–	2	3	1	6
Proposed posts 2015/16	–	–	1	1	–	2	3	1	6
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved posts 2014/15	3	2	20	13	7	45	19	14	78
Proposed posts 2015/16	3	2	21	13	7	46	18	14	78
Net change	–	–	1	–	–	1	(1)	–	–

[a] Includes National Professional Officers and national General Service staff.

International staff: net increase of 1 post

National staff: net decrease of 1 post

Office of the Special Representative of the Secretary-General

International staff: net increase of 1 post (reassignment of 2 posts, one each at the D-1 and P-5 levels, within the Office of the Special Representative of the Secretary-General and 1 post at the P-4 level from the Disarmament, Demobilization and Reintegration Section to the Office of the Special Representative of the Secretary-General)

National staff: decrease of 1 post (abolishment of 1 National Professional Officer post)

33. The good offices role of the Special Representative of the Secretary-General is a core mandated responsibility of UNOCI, which will increase in importance during the electoral period, which has effectively already begun. Efforts are already under way to help facilitate an environment conducive to the holding of free and fair elections. In this context, and also considering that the Operation is beginning to plan for an eventual transition, it is proposed to strengthen the Executive Direction and Management component through the reassignment of three posts (1 D-1, 1 P-5 and 1 P-4). The incumbents of the posts would perform the functions of Chief Electoral Adviser, Senior Electoral Affairs Officer, and Electoral Affairs Officer, respectively. The reassignment will ensure that key management decisions taken during this critical period of the Operation's life cycle are informed by robust strategic planning, analysis and expert advice.

34. The reassignment of the post of Reconciliation Adviser (D-1) to Chief Electoral Adviser at the same level is made possible as the focus of the Operation shifts away from post-crisis reconciliation efforts to mandated efforts to assist the Government in the preparation of the presidential election scheduled for 2015, particularly in the facilitation of dialogue among the political actors, including representatives of civil society and political parties.

35. On the other hand, and in line with the revised Field Consolidation Strategy of UNOCI, the Abidjan Regional Office has been reclassified as a Field Office, and the need for the services of a Regional Office Coordinator for Sector Abidjan at the P-5 level is no longer substantiated in terms of the workload and complexity of functions. In this respect, the mission proposes the reassignment of the post as Senior Electoral Affairs Officer (P-5), while the field coordination duties in the Abidjan Office will be performed from there on by the incumbent Abidjan Office Coordinator at the P-4 level.

36. The reassignment of one post of Disarmament, Demobilization and Reintegration Officer at the P-4 level as Electoral Affairs Officer at the same level is intended to rationalize the resources of the mission as a result of the shift in focus of the mission mandate, while strengthening the team in the Office of the Special Representative of the Secretary-General in support of the political good offices role in the provision of electoral assistance, at no additional cost to the Organization.

37. With the drawdown of activities in the mission, the need for a dedicated translator in the Office of the Special Representative of the Secretary-General is deemed reduced. In this respect and in line with guidance from the civilian staffing review, it is proposed to abolish the post of Translator and its functions (National Professional Officer). When required, translation services will be met either from available in-house skill or outsourced, on an as- needed basis, through recruited individual contractors.

Component 1: safe and secure environment

38. Component 1 outlines key expected accomplishments related to stabilizing the security situation, including supporting the Government in its efforts to address the remaining security threats and border-related challenges. The protection of civilians remains a key mandated task, while the provision of support to the reform of the national security sector and the disarmament, demobilization and reintegration of ex-combatants will also be priority areas. UNOCI will continue to provide support to the Government in addressing challenges in border areas and areas of high risk by providing support to cross-border activities and to local level security committees by bringing together the security forces, local authorities and community representatives.

39. UNOCI will continue to implement its mandate to protect civilians through adjusting the deployment of uniformed and civilian personnel as necessary to ensure the presence of or intervention by military, police and civilian personnel in the West and in areas of concern. The military contingents will conduct long-range patrols, land patrols, air patrols and joint patrols with the UNOCI police component in order to maintain situational awareness, deter spoilers and reassure the population. In addition, military training exercises will be regularly conducted to ensure operational readiness, and the Regional Quick Reaction Force will be fully operational and ready to rapidly deploy within and outside the country, as necessary.

40. UNOCI will also continue to provide support to and develop the capacities of national law enforcement agencies, including the police and the gendarmerie, to protect civilians, address sexual and gender-based violence, and fight crime. This will be achieved through joint patrolling, co-location, mentoring, the provision of technical advice, and conduct of training programmes on topics related to the protection of civilians and public order management in full accordance with the United Nations human rights due diligence policy.

41. UNOCI will continue to support the Government in effectively concluding the disarmament, demobilization and reintegration process during the 2015/16 period by processing any residual caseload of ex-combatants. This effort will be conducted in collaboration with the United Nations country team, where appropriate. In cooperation with UNMIL and other United Nations partners in the subregion, UNOCI will continue to facilitate, where possible, voluntary repatriation, resettlement and reintegration of Ivorian combatants and foreign ex-combatants on Ivorian soil.

42. The Operation will pursue its efforts to advocate for an inclusive, credible, transparent and sustainable disarmament, demobilization and reintegration process and provide strategic and technical advice on the continuing implementation and phasing out/transition of the national disarmament, demobilization and reintegration programme. The Operation will provide security, transport and other operational support to disarmament and demobilization operations and to the collection of weapons. The Operation will continue the provision of reinsertion assistance to a residual caseload of former combatants, including payments of transitional safety allowances and the implementation of community-based reinsertion and social cohesion projects in priority areas.

43. The Operation will continue to play a coordination and facilitation role with regard to the United Nations country team and international and private partners in

support of sustainable reintegration. It will also provide monitoring and evaluation capacity to help the Government in the phasing down of the national disarmament, demobilization and reintegration programme.

44. UNOCI, with assistance from the United Nations Mine Action Service (UNMAS), will also continue to assist the national authorities to safely collect, register, secure and dispose of weapons and ammunition, including clearing explosive remnants of war, and will support the national authorities, in coordination with other partners, in implementing civilian disarmament operations and community weapons collection programmes. UNOCI will also support local conflict prevention through awareness training on the dangers of explosive remnants of war and small arms.

Expected accomplishments	*Indicators of achievement*
1.1 Continued stabilization of security conditions in Côte d'Ivoire	1.1.1 Reduction in armed groups threatening the civilian population (2013/14: 2 reported major incidents; 2014/15: 3 reported major incidents; 2015/16: 2 reported major incidents)
	1.1.2 Full compliance with the arms embargo (2013/14: 100 reported incidents; 2014/15: 0 reported incidents; 2015/16: 0 reported incidents)
	1.1.3 Improved discipline and accountability of the security and defence forces, inter-agency cooperation and internal organization of security institutions (2013/14: 250 reported violations by elements of security and defence forces; 2014/15: 100 reported violations; 2015/16: 20 reported violations)

Outputs

- 365,000 routine patrol person-days (125 patrols per day x 8 troops x 365 days), including convoy, escort, and disarmament, demobilization and reintegration, to increase visibility vis-à-vis the creation of an environment conducive to safety and security that strengthens the fulfilment of the Operation 's mandate regarding the protection of civilians The additional number of patrols planned in the 2015/16 period is made possible by the gradual closure of camps, as well as the shift towards a more mobile posture, which will make more manpower available for ground and air patrols
- 83,200 long-range patrol person-days (1 long-range patrol per day x 5 days x 40 troops x 52 weeks x 8 battalions), including all planned operations/exercises
- 2,260 flight hours focused mainly on air reconnaissance/air patrols (including the border region), but which also include force deployment and extractions in line with the Regional Quick Reaction Force concept, casualty evacuation, support for United Nations police and military observer patrols and other military air operations
- 1,500 armed helicopter flight hours to patrol for conducting operations/exercises and also dominate the border region in Liberia and Côte d'Ivoire and in preparedness for close air support missions on any point/location in Côte d'Ivoire

- 24,820 military observer mobile short-range patrol person-days (2 military observers per patrol x 2 patrols a day x 17 team sites x 365 days (9 team sites in Sector West and 8 team sites in Sector East))
- 124,100 military observer mobile long-range patrol person-days (5 military observers per patrol x 4 patrols a day x 17 team sites x 365 days (9 team sites in Sector West and 8 team sites in Sector East))
- 208 boat patrol-days (2 boats x 2 days per week x 52 weeks) focused on the lagoon areas of Abidjan
- Participation in 12 meetings on regional and inter-mission cooperation under the "Operation Mayo Transition" framework, including with the Defence and Security Committees of ECOWAS, UNMIL and UNOWA and other United Nations presences in the subregion, focused on monitoring cross-border movements of armed groups and operations against the illegal movement of weapons; facilitation of 4 high-level meetings on regional and inter-mission security cooperation with a view to protecting civilians; and the development of a subregional strategy for the Mano River Union
- Provision of advice, training and logistical support to the Ivorian armed forces, with special attention to their relationship with the local population and the need to comply with international humanitarian, human rights and refugee law, through daily joint planned patrols and bi-monthly tripartite meetings between the UNOCI force, the French Forces and FRCI at the headquarters and regional levels
- Provision of assistance to a total of 540 incoming visitors (6 persons x 2 days x 45 weeks) during visits by official delegations from troop-contributing countries, Côte d'Ivoire security forces, United Nations agencies or any other organizations or institutes
- 10 integrated assessment missions, conducted jointly by the military, police and civilian components, to collect information on potential threats against the civilian population throughout the country
- 12 reports to the Security Council Committee established pursuant to resolution 1572 (2004) on compliance with the arms embargo and on cooperation with the Ivorian customs service on issues concerning embargoed goods
- Conduct of 60 monthly arms inspections in Ivorian armed installations (armed forces, gendarmerie and police) and 15 weekly inspections of cargo on board aircraft and other vehicles at Ivorian seaports, airports and airfields
- Provision of technical advice to 90 per cent of requests from the national authorities for assistance in clearing explosive remnants of war and unexploded ordnance
- Facilitation of 4 cross-border workshops with the participation of security forces, representatives of local authorities, traditional leaders and communities from Liberia and Côte d'Ivoire to support cooperation, information sharing, alert mechanisms and enable a coherent approach to dialogue and reconciliation in an environment conducive to sustainable return of Ivorian refugees and wherein border communities develop increased trust in State authorities on both sides of the border
- 9 quick-impact projects in support of building confidence between the military battalions and the local population

Expected accomplishments	*Indicators of achievement*
1.2 Enhanced capacities of local authorities to protect civilians	1.2.1 Increase in the number of operational security committees at the local level, including prefects, FRCI, gendarmerie, police, customs, general council and the mayor (2013/14: 31; 2014/15: 50; 2015/16: 75)

Outputs

- Provision of technical support, including capacity-building activities, to 15 local security committees during monthly meetings
- Conduct of 80 train-the-trainer sessions for at least 3,000 personnel and 1,500 one-day mentoring sessions for at least 10,000 personnel of the national law enforcement agencies on topics related to protection of civilians, including child protection and protection from sexual and gender-based violence, community policing, Ebola virus disease

Expected accomplishments	*Indicators of achievement*
1.3 Disarmament and demobilization of former combatants	1.3.1 Increase in the total number of disarmed and demobilized former combatants (2013/14: 9,742; 2014/15: 60,000; 2015/16: 74,000)
	1.3.2 Increase in the total number of weapons and items of explosive ordnance collected and processed in cooperation with the national Authority for Disarmament, Demobilization and Reintegration (2013/14: 25,000; 2014/15: 64,000; 2015/16: 76,000)

Outputs

- Strategic and technical advice provided to the national Authority for Disarmament, Demobilization and Reintegration (or successor agency) and the national commission for the Fight Against Small Arms and Light Weapons (COMNAT-ALPC), through weekly meetings and the existence of an integrated support cell, to enhance reinsertion and reintegration capacity, ensure harmonious approach to community disarmament, as well as to ensure coordination with relevant stakeholders in view of the transition into the reintegration phase
- Provision of operational assistance and logistical support to the disarmament and demobilization of a residual caseload of approximately 9,200 ex-combatants, including through the provision of registration and screening support, sensitization, security, transport, as well as food and non-food items
- Provision of technical assistance and security and logistical support to the processing of 100 per cent of the weapons and ammunition collected during disarmament operations throughout the country, including, where required, the verification, registration, transportation, storage, destruction and disposal of arms, as well as joint monitoring of the marking of 100 per cent of the weapons collected

Expected accomplishments	*Indicators of achievement*
1.4 Reinsertion of Ivorian ex-combatants from all key target groups, disarmament, demobilization and repatriation of Ivorian armed elements residing in foreign countries	1.4.1 Increase in the total number of ex-combatants receiving reinsertion assistance (2013/14: 20,024; 2014/15: 60,000; 2015/16: 74,000)
	1.4.2 Increase in the total number of disarmed, demobilized and repatriated Ivorian armed elements residing in foreign countries and foreign armed elements in Côte d'Ivoire (2013/14: 0; 2014/15: 1,500; 2015/16: 3,000)

Outputs

- Design and implementation of 22 community-based reinsertion and social cohesion projects in priority areas with a high concentration of former combatants
- Provision of reinsertion assistance, including the provision of training on HIV/AIDS, and human rights and gender training, disbursement of monthly safety nets to ex-combatants to cover boarding and lodging needs for a period of up to six months and support to socio-professional training, to an estimated 9,200 demobilized elements out of a residual caseload of 14,000 elements estimated by the Government to be at different stages of the reinsertion process by June 2015
- Provision, on request, of security, transport and logistical assistance to disarmament and repatriation operations of an estimated total caseload of 1,500 foreign armed elements, including Ivorian combatants on foreign soil and foreign combatants on Ivorian soil
- Monthly monitoring and evaluation activities to ensure reintegration support for community-based reinsertion projects and the assessment of overall reintegration support needs of the national demobilization, disarmament and reintegration programme, jointly with the Government and the United Nations country team

External factors

Improvements in the capacity and performance of the national security institutions and increased confidence between the security and defence forces and the local population

The Ivorian authorities will formulate and implement appropriate policies on the protection of civilians and on sexual and gender-based violence

The national Authority for Disarmament, Demobilization and Reintegration and the ComNat-ALPC continues to strengthen its capacity to undertake activities in line with the Government plan and objective

The political and security environment remains stable in the run-up to the elections period in 2015/16

Table 2
Human resources: component 1, safe and secure environment

Category	***Total***
I. Military observers	
Approved 2014/15	**192**
Proposed 2015/16	**192**
Net change	**–**
II. Military contingents	
Approved 2014/15	**6 945**
Proposed 2015/16	**5 245**
Net change	**(1 700)**

III. Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Office of Force Commander									
Approved posts 2014/15	–	2	–	–	1	**3**	2	–	**5**
Proposed posts 2015/16	–	2	–	–	1	**3**	2	–	**5**
Net change	–	–	–	–	–	–	–	–	–
Disarmament, Demobilization and Reintegration Section									
Approved posts 2014/15	–	1	4	8	1	**14**	9	19	**42**
Proposed posts 2015/16	–	–	3	4	1	**8**	2	7	**17**
Net change	–	**(1)**	**(1)**	**(4)**	–	**(6)**	**(7)**	**(12)**	**(25)**
Security Sector Reform Section									
Approved posts 2014/15	–	1	3	1	1	**6**	1	3	**10**
Proposed posts 2015/16	–	1	3	1	1	**6**	1	3	**10**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2014/15	–	4	7	9	3	**23**	12	22	**57**
Proposed posts 2015/16	–	3	6	5	3	**17**	5	10	**32**
Net change	–	**(1)**	**(1)**	**(4)**	–	**(6)**	**(7)**	**(12)**	**(25)**
Total (I-III)									
Approved 2014/15									**7 194**
Proposed 2015/16									**5 496**
Net change									**(1 725)**

[a] Includes National Professional Officers and national General Service staff.

International staff: net decrease of 6 posts

National staff: net decrease of 7 posts

United Nations Volunteers: net decrease of 12 positions

Disarmament, Demobilization and Reintegration Section

International staff: decrease of 6 posts (abolishment of 1 D-1, 3 P-3, 1 P-2 posts, and reassignment of 1 post at the P-4 level to the Office of the Special Representative of the Secretary-General)

National staff: decrease of 7 posts (abolishment of 2 National Professional Officer and 5 national General Service posts)

United Nations Volunteers: decrease of 12 positions (abolishment of 5 positions, reassignment of 7 positions to the Civil Affairs Section)

45. In the light of the Government's intention to complete the national disarmament, demobilization and reintegration programme prior to the presidential

elections in 2015, it is anticipated that the disarmament, demobilization and reintegration activities of UNOCI will be reduced accordingly in the second half of the 2015/16 period, justifying a substantial decrease in staffing level, a restructured field presence, and a reprofiling of key remaining posts.

46. Given the expected reduction in disarmament, demobilization and reintegration operations, namely disarmament and demobilization operations and reinsertion assistance country-wide, the mission proposes the abolishment of 1 D-1, 3 P-3, 1 P-2, 2 National Professional Officer and 5 national General Service posts and 5 United Nations Volunteer positions. It has been determined that in the light of reduced field activities and in alignment with the field consolidation process, the Disarmament, Demobilization and Reintegration Section, headed by a post at the P-5 level can successfully perform its advisory, support, planning, monitoring and evaluation, and coordination functions without these posts.

47. Given the reduction in disarmament, demobilization and reintegration operations, namely disarmament and demobilization operations and reinsertion assistance country-wide, the mission proposes the reassignment of one post at the P-4 level to the Office of the Special Representative of the Secretary-General as an Electoral Adviser and 7 United Nations Volunteer positions of Disarmament, Demobilization and Reintegration Officer to the Civil Affairs Section with the combined responsibilities of Civil Affairs and Field Joint Operation Centre Officers with reporting, coordination and crisis response capacities during the electoral process. It has been determined that in the light of the reduced field activities and in alignment with the field consolidation process, the Disarmament, Demobilization and Reintegration Section can successfully perform its advisory, support, planning, monitoring and evaluation, and coordination functions within remaining resources.

48. The bulk of the work of the Operation related to disarmament, demobilization and reintegration is, therefore, expected to focus on supporting reinsertion activities through project implementation, monitoring and evaluation, and coordination with partners in the design and implementation of sustainable reintegration programmes. With a view to creating maximum added value in support of those activities after June 2015, UNOCI will still engage closely with the Government on the strategic level, necessitating sufficient human resources capacity at the Operation's headquarters level, while covering operational needs in terms of residual disarmament and demobilization and project implementation in Abidjan, the regional hubs in Daloa and Bouaké, and the additional antenna office in Sector West.

49. In this respect, the remaining post at the P-4 level post will be reprofiled as Coordination Officer. The incumbent of the post will provide policy and strategic advice to national counterparts and advance coordination among relevant stakeholders in view of the gradual transfer of responsibilities to the United Nations country team and Government institutions.

50. A Monitoring and Evaluation Unit, headed by the incumbent of the reprofiled post of Monitoring and Evaluation Officer at the P-4 level, and will be staffed by the incumbent of one United Nations Volunteer position. He or she will monitor the reinsertion and reintegration process of former combatants, appraise risks related to the potential remobilization of ex-combatants during the electoral period, and assess the sustainability of the disarmament, demobilization and reintegration programme. Those evaluations would also inform the disarmament, demobilization and reintegration exit strategy of UNOCI in the 2016/17 period.

51. A Project Unit, comprising 1 post at the P-3 level, and 1 National Professional Officer and 1 national General Service posts, will be dedicated to the design and implementation of Community-Based Reinsertion and Social Cohesion projects.

52. The Policy and Planning Unit will remain headed by the incumbent of the Disarmament, Demobilization and Reintegration Officer post at the P-3 level, who will supervise the incumbent of 1 United Nations Volunteer position of Disarmament, Demobilization and Reintegration Officer in charge of reporting, communication and planning assistance.

53. In the Sector East and Sector West regions and in Abidjan, residual disarmament, demobilization and reintegration needs and the implementation of community-based reinsertion and social cohesion projects in priority locations concentrated in the Daloa and Bouaké regional offices, in Abidjan and in Guiglo, Sector West, will be covered by 2 Regional Coordinators at the P-3 level, 5 Associate Disarmament, Demobilization and Reintegration Officers (United Nations Volunteer positions) and 1 Team Assistant (national General Service post). Those staff will also provide support in terms of advancing inter-mission cooperation, and, notably, the repatriation of foreign armed elements across the border from Liberia.

54. To support the work of the regional offices, the incumbent of an Administrative Assistant post (Field Service) will cover administrative tasks at the Operation's headquarters level.

Component 2: humanitarian and human rights

55. UNOCI will continue to analyse the human rights situation by closely monitoring human rights violations in the field, in support of an increased early warning capacity. The Operation will also continue to provide support for the promotion and protection of human rights, with special attention concentrated on grave violations of the rights of and abuses committed against children and women, in particular, sexual and gender-based violence.

56. UNOCI will continue to advocate with national authorities for the prosecution of perpetrators of human rights violations. It will monitor that appropriate administrative disciplinary measures and the principle of command responsibility are enforced for the military, police and gendarmerie.

57. The Operation will also continue to provide support to the Government, and in particular the Ministry of Family, Women and Social Affairs, in the implementation of the national strategy on combating sexual and gender-based violence through joint activities and advocacy.

58. UNOCI will also continue to engage with relevant actors on advancing the national transitional justice strategy, in particular, on following up on the recommendations of the Dialogue, Truth and Reconciliation Commission.

59. Human rights awareness-raising campaigns targeting rights holders and duty bearers will be continuously conducted. UNOCI will continue to provide technical cooperation assistance to the Ministry of Justice, Human Rights and Public Liberties, as well as to the National Commission for Human Rights, to increase their capacity to promote and protect human rights. Technical assistance will also be provided for the amendments and implementation of the Government's Human

Rights Action Plan. Training on human rights will continue to be delivered to the police and the gendarmerie, with a focus on protecting the rights of women and children.

60. In the humanitarian area, the main focus of the Operation will be on supporting the Government in its efforts to ensure the safe and sustainable return of displaced people to their communities and address residual humanitarian needs, particularly in the western border areas, in close coordination with UNMIL. The Ebola outbreak in the region, if not effectively contained during 2014/15, could cause additional humanitarian needs in 2015/16 that may require further engagement of the Operation. In this event, UNOCI must retain appropriate capacity to implement possible contingency measures, in close coordination with UNMEER.

61. The UNOCI protection of civilians strategy will facilitate humanitarian access, as necessary, and help strengthen the delivery of humanitarian assistance, notably by contributing to enhancing security for its delivery.

Expected accomplishments	*Indicators of achievement*
2.1 Progress towards respect for human rights and accountability for human rights violations	2.1.1 Increase in the number of investigations of human rights violations and number of reports on the human rights situation in the country issued by national and international human rights organizations operating in Côte d'Ivoire (2013/14: 9 reports; 2014/15: 30 reports; 2015/16: 30 reports)
	2.1.2 Equivalent number of perpetrators of serious human rights violations who are systematically brought to the attention of the civilian and/or military judicial authorities (2013/14:50; 2014/15: 100; 2015/16: 100)
	2.1.3 Continued implementation of the national plan of action to end sexual and gender-based violence, as well as conflict-related sexual violence, in Côte d'Ivoire

Outputs

- 2 semi-annual public reports on the general human rights situation in Côte d'Ivoire, 12 monthly reports to the Security Council Sanctions Committee and 1 thematic report on the human rights situation in Côte d'Ivoire, 6 bimonthly reports and 1 annual report to the Security Council under the Monitoring Analysis and Reporting Arrangements pursuant to Security Council resolution 1960 (2010), 4 quarterly Global Horizontal Notes under the Task Force on Monitoring and Reporting Mechanism pursuant to Security Council resolution 1612 (2005) and 1 annual report submitted through the Office of the Special Representative of the Secretary-General on Children and Armed Conflict
- Organization of monthly meetings with law enforcement officials at the local and national levels, FRCI Commanders and judicial authorities (both civilian and military) to address the issue of the prosecution of alleged perpetrators of human rights violations
- Organization of 30 meetings with concerned local authorities, military forces, police and gendarmerie on the prevention of sexual and gender-based violence

- Provision of technical support to the Government for a public information campaign to sensitize the public on the recommendations of the report of the Dialogue, Truth and Reconciliation Commission through the production and distribution of 500,000 leaflets, posters and brochures and other promotional materials; and the organization of 120 public outreach activities on the recommendations of the Commission for civil society actors and youth, religious and women's groups across the country
- Organization of 3 meetings with the Ministry of Justice, Human Rights and Public Liberties to advocate for the establishment of a dedicated body in charge of the full implementation of the recommendations of the Dialogue, Truth and Reconciliation Commission on reparations to victims and institutional reforms, as well as 5 meetings with this body to follow up on the implementation of the recommendations
- Organization of human rights training sessions, including on women's and children's rights, as well as international human rights standards pertaining to elections for 3,000 elements of the defence and security forces; 800 government staff, including 50 law enforcement and judicial personnel; 300 civil society activists; 50 journalists; 25 members of the National Human Rights Commission; and 500 local authority officials and community leaders
- Provision of assistance in the development of the capacities of the national police and gendarmerie personnel to address human rights issues and violations related to sexual and gender-based violence, as well as in the promotion of women in the police and their integration into the gendarmerie, including through 13 train-the-trainer sessions for 270 police and gendarmerie personnel; support to the preparation and holding of biannual high-level meetings with the police and gendarmerie on issues related to gender and sexual and gender-based violence
- Conduct of 2 human rights training sessions on reporting techniques to treaty bodies for 20 human rights focal points of ministries in collaboration with the Ministry of Justice, Human Rights and Public Liberties to encourage Côte d'Ivoire to comply with its international human rights obligations, including the rights of women and children
- Provision of technical advice through 12 monthly meetings with the National Human Rights Commission for the implementation of its action plan on promotion and protection activities
- Establishment of at least 30 community-based child protection networks in the selected critical flash point villages, including in the Western border areas, to provide early warning alerts and monitor and report grave violations
- 13 quick-impact projects in support of reconciliation/human rights culture, child protection, and women rights

Expected accomplishments	*Indicators of achievement*
2.2 Improved humanitarian conditions and recovery capacities in Côte d'Ivoire	2.2.1 The Government implements the operational coordination mechanism, the Enlarged Coordination Committee, with the aim of stabilizing and effectively addressing residual humanitarian needs in line with the National Development Plan (number of Committee meetings: 2014/15: 6; 2015/16: 6)
	2.2.2 The humanitarian actors support the relevant Ivorian authorities in implementing the National Strategy on Durable Solutions (National Strategy on Durable Solutions: 2014/15: adoption; 2015/16: implementation)

Outputs

- Support to the Office of the United Nations High Commissioner for Refugees (UNHCR), the International Organization for Migration (IOM) and other United Nations country team agencies, including through quarterly field assessment missions and the provision of logistics support as required, to facilitate humanitarian access, repatriation operations, and delivery of assistance, particularly in Sector West where the majority of returnees and internally displaced persons come from and where vulnerable populations live
- 5 quick-impact projects in support of the refurbishment of health facilities and of income generative activities for vulnerable people (those affected by HIV/AIDS and women)

External factors

The Government will provide sufficient financial and human resources to the humanitarian coordination mechanism. The judiciary has the capacity to impartially and equitably address the major human rights violations committed during the post-electoral crisis

The Ebola virus outbreak will have been effectively contained and will not spread to Côte d'Ivoire. The humanitarian impact on the pandemic in the border areas with Liberia has been limited

Table 3
Human resources: component 2, humanitarian and human rights

Category									***Total***
I. Government-provided personnel									
Approved 2014/15									**8**
Proposed 2015/16									**8**
Net change									**–**
	International staff								
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Human Rights Section									
Approved posts 2014/15	–	1	5	10	1	17	36	11	**64**
Proposed posts 2015/16	–	1	5	10	1	17	36	11	**64**
Net change	–	–	–	–	–	–	–	–	–
Civil Affairs Section									
Approved posts 2014/15	–	1	2	4	–	7	19	13	39
Proposed posts 2015/16	–	1	2	4	–	7	19	20	46
Net change	–	–	–	–	–	–	–	**7**	**7**
Subtotal, humanitarian and human rights staff									
Approved posts 2014/15	–	2	7	14	1	23	55	24	**103**
Proposed posts 2015/16	–	2	7	14	1	23	55	31	110
Net change	–	–	–	–	–	–	–	**7**	**7**

Total (I-IV)	
Approved 2014/15	**111**
Proposed 2015/16	**118**
Net change	**7**

[a] Includes National Professional Officers and national General Service staff.

United Nations Volunteers: increase of 7 positions

Civil Affairs Section

United Nations Volunteers: increase of 7 positions (reassignment of 7 positions from the Disarmament, Demobilization and Reintegration Section)

62. In order to meet and improve the increased reporting needs of the Operation, as well as to strengthen its crisis response capacities, the Civil Affairs Section requires the reassignment of 7 United Nations Volunteer positions as Civil Affairs Officers. The incumbents of those positions will be established in seven field offices (Bondoukou, Korogho, Man, San Pedro, Divo, Guiglo, Abidjan), where the UNOCI Civil Affairs Section has limited or no presence, and will combine the responsibilities of Civil Affairs and regional Joint Operations Centre, working closely with the Operation's headquarters Joint Operations Centre to ensure proper coordination, flow of information and reporting, in particular during the electoral process, in addition to supporting crisis response.

Component 3: peace consolidation

63. During the budget period, the presidential elections in October 2015, followed by legislatives elections in the first quarter of 2016, will dominate the political landscape. The activities of the Operation will continue to deploy efforts in consolidating peace to promote long-term stability, including the facilitation of dialogue among all political stakeholders with a focus on improving the political environment for the conduct of free, fair, transparent and inclusive elections in 2015/16.

64. UNOCI will support all parties in Côte d'Ivoire, in particular political leaders, in their efforts aimed at forging consensus on addressing the critical political, electoral and security-related issues facing the country through inclusive and collaborative processes. To that end, the Operation, by providing good offices and political facilitation, will assist in advancing the electoral process and in promoting a political environment conducive to the holding of open, free, fair and transparent elections in 2015. Specific attention will be paid to encouraging the inclusive participation of all stakeholders, including political parties, and civil society representatives, particularly women and youth, in the political process.

65. UNOCI, with an overall strengthened political role, will provide support at the national and local levels to advance reconciliation and social cohesion. The Operation will continue to provide support to mechanisms at the local level to prevent, mitigate or resolve conflicts, including those related to land issues and other inter-communal tensions, and to expedite further progress in facilitating the creation of an environment conducive to the holding of free and fair presidential and legislative elections. The Operation will also continue to promote reconciliation

across the border area with Liberia, in close coordination with UNMIL, in accordance with the inter-mission cooperation framework for engagement in support of stabilization of the border areas.

66. Local, regional and national multimedia public information campaigns will be organized in support of the activities of UNOCI to improve the political environment, advance access to rights and enhance the security situation, particularly in the run-up to elections. UNOCI will make use of awareness-raising and information tools, outreach and social mobilization activities, ONUCI FM radio, thematic programmes, the Internet and social media to provide this support.

67. During the budget period, UNOCI will continue to provide technical assistance to the capacity-building of security sector actors and will support the coordination of international assistance to the security sector reform process. The Operation will also promote confidence-building measures targeting defence and security forces and conduct regular sensitization campaigns addressed at local administrative authorities and civil society organizations in support of the decentralization and increased local ownership of the ongoing security sector reform process. The Operation will also continue to support customs authorities at the local level through the provision of technical advice and training sessions. UNMAS will provide assistance to reduce the threat posed by unsecured ammunition storage facilities by and will assist in the refurbishment of armouries and ammunition storage facilities.

Expected accomplishments	*Indicators of achievement*
3.1 Progress towards national reconciliation and strengthened social cohesion, and improved political environment conducive to free, fair, transparent and inclusive elections in 2015/16	3.1.1 Enhanced capacity and accountability of the Parliament by active participation of parliamentarians in standing committees and the adoption of essential laws (number of laws adopted: 2013/14: 34; 2014/15: 35; 2015/16: 35)
	3.1.2 Mutual confidence among stakeholders increased through effective and inclusive political dialogue mechanisms, and outcomes are followed up
	3.1.3 1,500 civil society actors (youth, religious and women's representatives as well as local authorities and cadres) reached through intercommunity dialogue activities with a view to reducing potential conflicts in high-risk areas and contributing to the creation of a conducive environment for the holding of free, fair, inclusive and transparent elections

Outputs

- Political support, dialogue and facilitation to strengthen national reconciliation and promote a political environment conducive to successful, peaceful and inclusive elections, including through the organization of 5 forums with major political parties and civil society groups to address electoral related issues; the organization of 12 high-level meetings between the Special Representative of the Secretary-General and main Ivorian stakeholders; the organization of 2 mediation workshops to explore underlying interests and develop mutual understanding; and regular dialogue with communities and local authorities for increased early warning capacity

- Organization of quarterly meetings to review the implementation of the framework agreement between the United Nations country team and the parliament to assist members of parliament to effectively discharge their duties
- Conduct of activities in support of promoting dialogue, reconciliation and social cohesion, in particular high-risk areas, including monthly meetings with relevant stakeholders, as well as organization of 10 intercommunity dialogue activities aiming to decrease tensions in conflict prone to promote community-level confidence-building, conduct of 3 strengthening workshops, involving youth, women leaders, local authorities and cadres on electoral conflict, management and resolution
- Design and implementation of nationwide public information campaign in support of the mandate of UNOCI and the promotion of a peaceful electoral environment, including production and distribution of 85,000 items of printed material, such as leaflets and posters; production and distribution of promotional items carrying messages, including T-shirts, notebooks, bags, caps and pens; production and regular radio broadcast of 10 thematic programmes and spots; sharing of ONUCI FM ready-to-broadcast programmes with 50 community radio stations; production of 2 thematic videos for public screening in the field
- Organization of a total of 280 outreach activities through 10 field offices in 280 locations throughout the country, including ONUCI-TOURs, 5 United Nations days in 5 cities, and 5 seminars in 5 urban locations, to engage with local authorities, parliamentarians, security forces, traditional leaders, religious leaders, community representatives, women's groups, youth leaders and media, in support of the overall efforts to create a peaceful environment through the presidential elections in 2015 and to promote national reconciliation
- 30 quick-impact projects in support of the good offices of the Special Representative of the Secretary-General, rehabilitation of public infrastructures in support of social cohesion and conflict resolution; 9 quick-impact projects in support of outreach activities; 4 quick-impact projects in support of security sector reform decentralization; and 1 quick-impact project in support of democratic oversight of the security sector

Expected accomplishments	*Indicators of achievement*
3.2 Progress towards the restructuring of defence and security institutions and strengthened capacity for civilian oversight and accountability mechanisms	3.2.1 Progress is made, including through confidence-building measures, towards the implementation of key reforms targeting the security and defence forces, in order to enable them to carry out their tasks in an efficient and professional manner throughout the country
	3.2.2 The national advisory and coordination body in support of security sector reform is decentralized and fully operational, and civil society and security institutions are actively engaged in coordinated implementation of security sector reform at the local and national level
	3.2.3 Implementation of a new code of military justice (2014/15: adoption; 2015/16: implementation)

Outputs

- Advisory and technical assistance services on a bimonthly basis to the national security sector reform coordination body, within the relevant Government structures

- 2 training sessions and 2 seminars organized for the Defence and Security Commission of the National Assembly and civil society on the National Strategy on Security Sector Reform and on democratic control
- Support Government-led communication and outreach activities in security sector reform, including the organization of 12 Government-led seminars on the National Strategy on Security Sector Reform targeting local authorities and civil society organizations
- Support greater gender mainstreaming into national security forces and law enforcement agencies through the provision of technical advice; the implementation of at least 3 initiatives jointly with the leadership of the gendarmerie, police and security forces to advocate for the integration of more women into those entities; conduct of an assessment of women's needs and their role in security sector reform through a case study of the situation in 2 police prefectures and 2 gendarmerie brigades
- Provision of technical assistance to the Government, through monthly meetings, on reforming the military justice system, including the revision of the Military Code of Procedure, in compliance with international standards of due process
- 6 confidence-building activities addressed at FRCI throughout the country, including training sessions on "soft skills" (international standards, military code of conduct, gender, human rights, HIV/AIDS, humanitarian law)
- Provision of advice, including the holding of training sessions, on customs regulations and procedures for 100 customs officers, in cooperation with the Ivorian Customs Authorities
- Advisory, training and rehabilitation support in the reduction of the threat posed by the unsecured ammunitions storage infrastructure and unsafe ammunition storage practice, including by honouring 80 per cent of the Government's requests for refurbishment, construction or rehabilitation of existing ammunition and weapons storage sites, where national storage deficiencies have been identified; through the provision of advisory and training support on physical security and stockpile management, explosive ordnance disposal, underwater disposal of explosive ordnance and the destruction of improvised explosive devices and other specialized topics for the gendarmerie, police and FRCI; and by monitoring the implementation of stockpile management procedures

External factors

There is sustained political commitment to address critical national issues through democratic processes, including the conduct of the election process in a peaceful environment

The subregional political and security situations improve, with regional bodies fully involved in peace consolidation

Donor and national Government funds are available and continue to support reforms of the security institutions

Ebola virus outbreak under control to allow smooth electoral calendar

Table 4
Human resources: component 3, peace consolidation

	International staff								
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Communications and Public Information Section									
Approved posts 2014/15	–	1	2	7	3	**13**	82	7	**102**
Proposed posts 2015/16	–	–	3	5	2	**10**	72	6	**88**
Net change	**–**	**(1)**	**1**	**(2)**	**(1)**	**(3)**	**(10)**	**(1)**	**(14)**
Political Affairs Section									
Approved posts 2014/15	–	1	5	3	1	**10**	4	1	**15**
Proposed posts 2015/16	–	1	5	3	1	**10**	4	1	**15**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Subtotal, civilian staff									
Approved posts 2014/15	–	2	7	10	4	**23**	86	8	**117**
Proposed posts 2015/16	–	1	8	8	3	**20**	76	7	**103**
Net change	**–**	**(1)**	**1**	**(2)**	**(1)**	**(3)**	**(10)**	**(1)**	**(14)**

[a] Includes National Professional Officers and national General Service staff.

International staff: net decrease of 3 posts

National staff: decrease of 10 posts

United Nations Volunteers: decrease of 1 position

Public Information Section

International staff: net decrease of 3 posts (reclassification of 1 post from the D-1 to the P-5 level, abolishment of 2 P-3 and 1 Field Service posts)

National staff: decrease of 10 posts (abolishment of 5 National Professional Officer and 5 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment)

68. In line with the mission transition phase initiated by mandate changes conveyed by the Security Council in its resolutions 2112 and 2162 (2014), the Communications and Public Information Section has reassessed its strategies downwards in terms of the number of publications, and outreach and video activities. It is therefore proposed to reclassify the post of Chief, Communications and Public Information from the D-1 to the P-5 level, as the complexity and the scope of functions have decreased.

69. In this respect, it is also proposed to abolish 2 posts of Public Information Officer in publications at the P-3 level and 2 National Professional Officer posts of Video Producer.

70. In addition, it is proposed to abolish 1 United Nations Volunteer position of Public Information Officer in Yamoussoukro, as the area of activity will be sufficiently covered from Bouaké, 1 National Professional Officer post of Associate Public Information Officer in Abidjan to avoid the duplication of functions, and 2 National Professional Officer posts of Associate Public Information Officer in Man and Guiglo, as the number and scope of outreach activities in those locations no longer warrant the presence of national public information officers on site. The incumbent of the post of Public Information Officer (National Professional Officer) in Daloa will efficiently cover all locations in the West, supported by the incumbents of the existing post of Public Information Assistant in each field office, including Man and Guiglo.

71. Furthermore, the synergies that were identified in the Radio Unit in the production of news by Radio Correspondents in the field and in broadcasting technical support. In this respect, it is recommended to abolish 4 posts of Radio Production Assistant (national General Service) in Abidjan, Daloa, Bouaké and Yamoussoukro, and 2 posts of Broadcast Technician in Abidjan (1 Field Service and 1 national General Service).

Component 4: law and order

72. Under this component, the focus of UNOCI in the 2015/16 period will remain on providing capacity-building support to security and law enforcement agencies, in particular the police and the gendarmerie, through technical assistance, training, co-location and mentoring programmes in order to contribute to restoring their presence throughout the country and assume law and order tasks that are currently partially performed by FRCI. The Operation will also continue to offer support to the development and implementation of a sustainable vetting mechanism for personnel who will be absorbed into security sector institutions.

73. In close coordination with international partners, UNOCI will continue to advise the Government on administrative and operational structures for national police services and on how to instil more professional, democratic and community-oriented principles of policing of the national law enforcement agencies. With financial support from the United Nations country team and other international donors, the Operation will strengthen the operational capacities of the police and gendarmerie field units through the implementation of refurbishment and re-equipment projects. UNOCI will also continue to support the implementation of the national police action plan and will support the efforts of law enforcement agencies in securing the elections in the 2015/16.

74. Within the framework of the West African Coast Initiative aimed at combating organized crime in the West Africa region, and jointly with UNOWA, UNOCI will assist in establishing and operationalizing the Transnational Crime Unit in Côte d'Ivoire.

Expected accomplishments	*Indicators of achievement*
4.1 Enhanced public law and order and creation of sustainable operational capacities in the national police and the gendarmerie in Côte d'Ivoire	4.1.1 The national police and gendarmerie units are operational throughout the country (2013/14: 100 out of 308; 2014/15: 308 out of 308; 2015/16: 328 out of 328)

4.1.2 Continued progress in the implementation of the four pillars of the police short-term action plans developed in 2014 and in the 17 guidelines of the 10-year National Security Strategy pertaining to the reform of law enforcement agencies

4.1.3 Reactivation by the Government of the general inspections of police and gendarmerie for increased monitoring and evaluation of the quality of service provided by the law enforcement agencies to the population

Outputs

- 25,185 United Nations police patrols (23 police posts x 3 patrols per day x 365 days), including at least 9,125 joint patrols with the national police and gendarmerie, in order to support the national law enforcement agencies in combating crime and protecting civilians throughout the country
- 21,900 United Nations Formed Police Unit patrols (6 units x 10 patrols x 365 days) and 400 escorts of unarmed United Nations personnel in performance of their duties within respective areas of deployment
- Provision of advisory and operational support to the national law enforcement agencies in elaborating an election security strategy and providing support to such law enforcement agencies in public order management during the election process (17 train-the-trainer sessions, and 16 seminars for 1,940 police and gendarmerie personnel)
- Advisory support, technical assistance to the restructuring and strengthening of the national police including the strengthening of human resource management within the Directorate General of the National Police by the provision of advice on the installation of a computerized human resources management system and database
- Daily assistance and advice, through co-location with national counterparts, on the reorganization and re-equipment of central and regional police structures and on the establishment of an integrated centralized communication and coordination system
- Daily assistance and advice in capacity-building of the national forensic police services with regard to crime scene management, criminal identification and archiving of criminal files
- Continuing advisory and technical support to the strengthening of the Trans-national Crime Unit, inter alia, by assisting the national focal points in developing legal regulations and procedures
- Daily advice and technical assistance to implement the police vetting process, the police action plan and in the reform of the gendarmerie
- Daily assistance to the development and integration of the community police concept within the national police of Côte d'Ivoire in accordance with international standards and to the establishment and functioning of special investigations units within both the police and gendarmerie responsible for combating crimes against children and women
- Conduct 36 train-the-trainers sessions for 2,645 police and gendarmerie personnel on public order management
- 9 quick-impact projects to assist the rehabilitation and equipment of gendarmerie and police facilities

- 5 cross-border meetings with UNMIL police counterparts in the framework of inter-mission cooperation to share information on the security situation at the border and improve border control management through coordinated actions with local counterparts

External factors

The political will exists to proceed with the reform of the police and the gendarmerie in an electoral environment

Effective cooperation exists between the judicial system and law enforcement agencies

Recess of the Ebola virus outbreak in the subregion to allow inter-mission cooperation activities

Table 4
Human resources: component 4, law and order

Category	***Total***
I. United Nations police	
Approved 2014/15	**555**
Proposed 2015/16	**500**
Net change	**(55)**
II. Formed police units	
Approved 2014/15	**1 000**
Proposed 2015/16	**1 000**
Net change	**–**
III. Government-provided personnel	
Approved 2014/15	**36**
Proposed 2015/16	**–**
Net change	**(36)**

	International staff								
IV. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Police Commissioner									
Approved posts 2014/15	–	1	4	1	2	8	8	–	16
Proposed posts 2015/16	–	1	4	1	2	8	7	–	15
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**(1)**	**–**	**(1)**
Corrections/Prisons Section									
Approved posts 2014/15	–	–	2	3	–	5	4	1	10
Proposed posts 2015/16	–	–	–	–	–	–	–	–	–
Net change	**–**	**–**	**(2)**	**(3)**	**–**	**(5)**	**(4)**	**(1)**	**(10)**
Justice Section									
Approved posts 2014/15	–	–	2	3	1	**6**	7	5	**18**

Proposed posts 2015/16	–	–	–	–	–	–	–	–	–
Net change	–	–	(2)	(3)	(1)	(6)	(7)	(5)	(18)
Subtotal, civilian staff									
Approved posts 2014/15	–	1	8	7	3	19	19	6	44
Proposed posts 2015/16	–	1	4	1	2	8	7	–	15
Net change	–	–	(4)	(6)	(1)	(11)	(12)	(6)	(29)
Total (I-IV)									
Approved 2014/15									1 635
Proposed 2015/16									1 515
Net change									(120)

[a] Includes National Professional Officers and national General Service staff.

International staff: decrease of 11 posts

National staff: decrease of 12 posts

United Nations Volunteers: decrease of 6 positions

Officer of Police Commissioner

National staff: decrease of 1 post (abolishment of 1 national General Service post)

75. The abolishment of the vacant post of Driver (national General Service) is intended to rationalize resources in the light of the decreasing operations of the law and order component. The services of the driver will be provided from within existing available resources.

Corrections/Prison Section

International staff: decrease of 5 posts (abolishment of 1 P-5, 1 P-4 and 3 P-3)

National staff: decrease of 4 posts (abolishment of 4 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment)

76. The Corrections/Prison Section was abolished following the adoption by the Security Council of resolution 2162 (2014), which discontinued the Operation's mandate in the corrections sector.

Justice Section

International staff: decrease of 6 posts (abolishment of 1 P-5, 1 P-4, 3 P-3 and 1 Field Service)

National staff: decrease of 7 posts (abolishment of 5 National Professional Officer and 2 national General Service posts)

United Nations Volunteers: decrease of 5 positions (abolishment)

77. In the light of the reduction in the scope of operations of the law and order component following the adoption by the Security Council of resolution 2162 (2014), the justice section was abolished.

78. Pursuant to Security Council resolution 2162 (2014) 36 positions of Corrections Officer (Government-provided personnel) were abolished in the light of the reduction in scope of the operations of the law and order component.

Component 5: support

79. The support component reflects the work of the Mission Support Division, the Security Section and the Conduct and Discipline Team. During the budget period, support will be provided to substantive staff though the provision of logistical, administrative and security services in support of the implementation of the Operation's mandate for the delivery of related outputs and the introduction of further service improvements, as well as the realization of efficiency gains. No new equipment is provided for in the budget proposal, except for items that are crucial to maintain security and operational readiness.

80. During the period, the Operation will further rationalize its air assets by discontinuing the use of a Lear Jet fixed-wing aircraft and an Mi-8 rotary-wing aircraft after January 2016, as well as through replacing a Dash-8 fixed-wing aircraft with a smaller capacity Beech aircraft, or equivalent, for the period. With the implementation of the Quick Reaction Force, there will also be a reduction of one further rotary-wing aircraft, as 3 Bell helicopters will be replaced by 1 Mi-17 and 1 Mi-171Sh helicopter. The vehicle fleet will be reduced by a further 44 light passenger vehicles, in line with the reduction of staffing and reduced number of locations.

81. The total number of premises will be reduced from 58 to 40. A total of 18 premises will be abolished, and no new major construction projects will be undertaken during the year. As the Operation continues to plan for its transition, there will be a focus on the programme to build the capacity of national staff, with more emphasis on within-mission travel to train staff and reduce the cost of training.

Expected accomplishments	*Indicators of achievement*
5.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	5.1.1 Maintaining the number of vehicle accidents at the level of no more than 1.5 per 100 vehicles (2013/14: 1.6 per 100 vehicles; 2014/15: 1.5 per 100 vehicles; 2015/16: 1.5 per 100 vehicles)
	5.1.2 Progress in the implementation of the enterprise resource planning system (Umoja)
5.2 Timely onboarding of selected United Nations Volunteer candidates no more than 8 weeks from date of departure of former volunteer and the date of arrival of new volunteer on a vacant post	5.2.1 Average number of weeks between date of selection and arrival of United Nations Volunteer (2013/14: 9 weeks; 2014/15: 8 weeks; 2015/16: 7 weeks)

Outputs

Service improvements

- More efficient fuel management following transfer of operating locations onto national grid

Military, police and civilian personnel

- Emplacement, rotation and repatriation of up to 5,245 military contingent personnel, 192 military observers, 500 United Nations police officers and 1,000 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for military and police personnel
- Storage and supply of 422 tons of rations and 7 days reserve of combat rations at 8 UNOCI locations (Abidjan: 2; Sector East: 3, Sector West: 3), 14 days of combat rations and water for military contingent and formed police personnel in 39 locations
- Administration of an average of 1,225 civilian personnel, comprising 358 international staff, 713 national staff, 154 United Nations Volunteers and 8 Government-provided personnel
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention and monitoring of misconduct cases, and disciplinary action
- Completion of improved mission buildings and infrastructures to meet the minimum operating security standards

Facilities and infrastructure

- Maintenance and repair of all mission premises in 40 locations
- Provision of sanitation services for all 40 premises, including sewage and garbage collection and disposal
- Operation and maintenance of 23 United Nations-owned water purification plants in 18 locations
- Storage and supply of 4.5 million litres of petrol, oil and lubricants for 283 United Nations-owned and 211 contingent-owned generators
- Maintenance and renovation of 15 km of roads and 15 airfields in 15 locations and 6 aviation fuel farms sites in 6 locations
- Operation and maintenance of 23 United Nations-owned wastewater treatment plants in 15 locations
- Operation and maintenance of 283 United Nations-owned generators in 40 premises

Ground transportation

- Operation and maintenance of 690 United Nations-owned vehicles, including 20 armoured vehicles, through three workshops in three locations
- Supply of 4.2 million litres of petrol, oil and lubricants for ground transportation
- Operation of a daily shuttle service 7 days a week for an average of 270 United Nations personnel per day from their accommodation to mission area

Air transportation

- Operation and maintenance of 3 fixed-wing and 9 rotary-wing aircraft, including 3 attack helicopters, on a cost-sharing basis with UNMIL, and 4 military utility helicopters in 4 locations (Abidjan, Bouaké, Daloa and Man Airport) until January 2016. One fixed-wing and one rotary-wing aircraft will be withdrawn at that time, bringing the fleet down to 2 fixed-wing and 8 rotary-wing aircraft
- Supply of 4.3 million litres of petrol, oil and lubricants for air operations

Naval transportation

- Operation and maintenance of 2 boats

Communications

- Support and maintenance of a satellite network consisting of 1 Earth station hub to provide voice, fax, video and data communications
- Support and maintenance of 18 very small aperture terminal (VSAT) systems, 30 telephone exchanges, 20 microwave links and 5 videoconferencing terminals
- Support and maintenance of 532 high frequency, 112 very high frequency (ground-to-air), 3,350 ultra-high frequency (UHF) radios, 23 UHF repeaters and transmitters
- Support and maintenance of 15 FM radio broadcast stations and 4 radio production facilities

Information technology

- Support and maintenance of 15 physical servers and 105 virtual servers, 1,935 computing devices, 200 Virtual Desktop Infrastructures, 415 printers and 260 digital senders in 40 locations
- Support and maintenance of 25 local area networks (LAN), 1 wide area network (WAN) and 1 metropolitan area network (MAN) for 1,985 users in 40 locations
- Support and maintenance of 19 wireless area networks. The increase in the number of wireless area networks is owing to the fact that remote sites are linked by satellite and to the establishment of new satellite links to AK Camp and Riviera
- Support and maintenance for 2,500 e-mail accounts
- Development of geographic information system (GIS) for providing approximately 2,200 administrative, planning and thematic maps to support policy decisions and situational awareness, and for operational purposes

Medical

- Operation and maintenance of 1 level I plus United Nations-owned clinic in Sebroko/Abidjan, 1 level I United Nations-owned clinic in Sector West, 16 level I troop-contributing country clinics in 10 locations, 2 level II non-national clinics, and 5 level III national medical facilities, for all mission personnel, staff of other United Nations agencies, and for the local civil population in emergency cases
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including to 3 level IV hospitals in 3 locations
- Operation and maintenance of facilities for HIV voluntary, confidential counselling and testing for all mission personnel

Security

- Provision of security services 24 hours a day, 7 days a week, for all mission areas, including 24-hour close protection to senior mission staff and visiting high-level officials
- Mission-wide security assessment for 31 sites, including surveys for 810 residences

- Conduct of 780 information sessions on security awareness and contingency plans for all mission staff and their dependants
- Conduct of 156 induction security training sessions and 4 primary fire training/drills for all new mission staff

External factors

Suppliers of goods and services will be able to deliver as contracted

Table 5
Human resources: component 5, support

	International staff								
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*[a]	*P-3-P-2*	*Field Service*[a]	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Conduct and Discipline Team									
Approved posts 2014/15	–	–	2	2	1	**5**	2	–	**7**
Proposed posts 2015/16	–	–	2	2	1	**5**	2	–	**7**
Net change	–	–	–	–	–	–	–	–	–
Security Section									
Approved posts 2014/15	–	–	1	5	59	**65**	101	–	**166**
Proposed posts 2015/16	–	–	1	5	55	**61**	96	–	**157**
Net change	–	–	–	–	**(4)**	**(4)**	**(5)**	–	**(9)**
Office of the Chief Mission Support									
Approved posts 2014/15	–	1	5	6	10	**22**	21	6	**49**
Proposed posts 2015/16	–	1	3	5	10	**19**	21	6	**46**
Net change	–	–	**(2)**	**(1)**	–	**(3)**	–	–	**(3)**
Administrative Services									
Approved posts 2014/15	–	–	9	10	20	**39**	115	25	**179**
Proposed posts 2015/16	–	–	7	9	19	**35**	110	22	**167**
Net change	–	–	**(2)**	**(1)**	**(1)**	**(4)**	**(5)**	**(3)**	**(12)**
Integrated Support Services									
Approved posts 2014/15	–	–	10	24	112	**146**	366	73	**585**
Proposed posts 2015/16	–	–	9	16	98	**123**	323	64	**510**
Net change	–	–	**(1)**	**(8)**	**(14)**	**(23)**	**(43)**	**(9)**	**(75)**
Subtotal, support staff									
Approved posts 2014/15	–	1	27	47	202	**277**	605	104	**986**
Proposed posts 2015/16	–	1	22	37	183	**243**	552	92	**887**
Net change	–	–	**(5)**	**(10)**	**(19)**	**(34)**	**(53)**	**(12)**	**(99)**

[a] Includes 1 P-4, 3 Field Support and 12 national General Service positions for 6 months only.
[b] Includes National Professional Officers and national General Service staff.

Mission Support Division

International staff: net decrease of 34 posts

National staff: net decrease of 53 posts

United Nations Volunteers: net decrease of 12 positions

Security Section

International staff: net decrease of 4 posts (abolishment of 3 Field Service posts and reassignment of 1 Field Service post to the Human Resources Section)

National staff: decrease of 5 posts (abolishment of 5 national General Service posts)

82. It is proposed to abolish 2 Field Service posts of security officer: Chief Investigator and Chief Close Protection. The abolishment of the above-mentioned posts is in line with the staffing review exercise that was conducted in 2013 and in accordance with the mission's consolidation plan, which resulted in the closure of several duty stations. The functions of the posts will be absorbed by the remaining qualified and trained security officers.

83. Following the closure of 2 duty stations, Seguela and Tabou, it is proposed to abolish one post of Area Security Officer (Field Service) and reassign the second post of Area Security Officer to the Training Unit of the Human Resources Section. It is also planned to abolish 5 posts of Duty Radio Operator (national General Service), the incumbents of which were manning the radios at the regional base stations under the supervision of the Area Security Officers and were responsible for the receipt/passage of all United Nations-related information. The posts are no longer required in the light of the closure of the duty stations.

84. In addition, following the election, the staff of the Security Section will be reduced by 13 posts of Security Officer and Security Investigation Assistant (1 Field Service and 12 national General Service posts) in January 2016, as the services performed by the incumbents of those posts will no longer be required in the downsizing Operation.

Office of Chief Mission Support

International staff: decrease of 2 posts (abolishment of 2 P-4 posts)

85. In line with the reduction in the number of field offices in Sector East, namely, Aboisso, Adzope, Bouna and Abengourou, and the drawdown in UNOCI operations in that region, while the focus will be maintained in the West, the Mission proposes the abolishment of the post of Administrative Officer at the P-4 level, the incumbent of which is in charge of coordinating administrative matters for the Sector.

86. Furthermore, the transfer of audit oversight and follow-up functions from the Office of Chief Mission Support to the Office of Chief Administrative Services provides an opportunity for workload synergies. Consequently, the Mission recommends the abolishment of the post of Administrative Officer at the P-4 level in charge of those functions, which can be achieved from within available resources in the Office of Chief Administrative Services.

Finance and Budget Section

International staff: decrease of 1 post (abolishment of 1 P-3 post)

87. Owing to the overall drawdown in mission operations, it is proposed to abolish the post of Finance Officer at the P-3 level as a result of the reduction in the workload of the Budget and Finance Section.

Administrative Services

International staff: net decrease of 4 posts

National staff: net decrease of 5 posts

United Nations Volunteers: decrease of 3 positions

Office of Chief Administrative Services

National staff: decrease of 1 post (abolishment of 1 national General Service post)

88. Owing to the drawdown of UNOCI operations, there is no longer a requirement to maintain the national General Service post of Team Assistant in Bouaké, which has been vacant for months, in the office of the Chief Administrative Services.

HIV/AIDS Unit

United Nations Volunteers: decrease of 1 position (abolishment)

89. In line with the drawdown of UNOCI and the transfer of the external programmatic activities of the HIV/AIDS Unit to the United Nations country team or other partners, including national Government partners and non-governmental organizations (NGOs), it is proposed to abolish a United Nations Volunteer position of HIV/AIDS Trainer covering Sector West. The HIV/AIDS Unit will focus solely on internal activities, such as operation and maintenance of HIV voluntary confidential counselling and testing services as well as implementation of an HIV sensitization programme, including peer education, for all UNOCI personnel. The required number of mission personnel is therefore reduced. In addition, the post of the HIV/AIDS Officer at the P-4 level will be abolished starting from January 2016.

General Services Unit

International staff: net decrease of 3 posts (abolishment of 2 P-3 posts, abolishment of 1 Field Service post)

National staff: net decrease of 1 post (abolishment of 2 national General Service posts, establishment of 1 National Professional Officer post)

90. As UNOCI draws down, the level of property being received into the mission and subsequently controlled will reduce through the 2015/16 period and beyond, while at the same time, the focus will be on property and disposal. In this regard, the abolishment of the 2 posts of Head of the Receiving and Inspection Unit and Head of the Property Control and Inventory Unit at the P-3 level, as well as a post of Property Control Assistant (national General Service), is in line with the changing focus of property management as the Operation transitions into its drawdown phase.

91. Similarly, it is expected that facilities management operations will reduce in the 2015/16 period, as the initiation of new works ceases and focus shifts to maintenance of existing premises. In this respect, the mission proposes the abolishment of a post of Facilities Management Assistant (national General Service).

92. It is also proposed to abolish one post of Property Management Assistant (Field Service) and to establish one post of Associate Property Management Officer (National Professional Officer), as this function can be performed adequately at that level, and the establishment of the post would develop national capacity. As the mission moves into its drawdown stage, there will be increased focus on property disposal functions, with assets of higher value to be disposed of. The incumbent of the Associate Property Management Officer post (National Professional Officer) is required to handle the additional responsibility.

Counselling Unit

National staff: increase of 1 post (establishment of 1 National Professional Officer post)

93. The workload of the UNOCI Staff Counselling Unit has progressively increased since October 2013 owing to the initiation of a transition phase and the drawdown of operations in the mission. The first downsizing exercise and its aftermath, in particular, have created a lot of stress among UNOCI staff, for both national and international staff. A substantial increase in the frequency of reported psychological problems among UNOCI staff, such as depression, anxiety, fatigue, psychosomatic symptoms and maladaptive behaviour, including use of alcohol and drugs, adjustment problems, and burnout has been recorded. There has been an increase in the demand for the provision of professional staff counselling services to the staff of United Nations agencies.

94. The establishment of a post of Staff Counsellor (National Professional Officer) to be deployed in Sector West would ensure that requirements for staff counselling services and support are met, particularly in relation to the foreseen retrenchment and layoffs of staff. The incumbent of the Staff Counsellor post would also collaborate in the preparation for the exit of the Operation. The qualifications of the incumbent would be tailored to the needs of the national staff of the Operation in terms of cultural and local knowledge. He or she would also work on the promotion and training of the current members of the peer helpers network for Sector West, ensuring capacity-building in psychological first aid and other basic helping skills for non-mental health professionals.

Human Resources Section

International staff: no net change (reassignment of 1 Field Service post from the Security Section, conversion of 1 post from the Field Service level to national General Service)

National staff: increase of 5 posts (redeployment of 1 National Professional Officer and 3 national General Service posts from the Integrated Mission Training Cell, conversion of 1 national General Service post from the Field Service level)

United Nations Volunteers: increase of 3 positions (redeployment of 3 positions from the Integrated Mission Training Cell)

95. It is proposed to convert a post of Human Resources Assistant from the Field Service level to the national General Service level in line with the guidelines regarding capacity-building of national staff. The conversion will allow for the gradual transfer of responsibilities to national staff.

96. It is also proposed to redeploy 1 National Professional Officer post, 3 national General Service posts, and 3 United Nations Volunteer positions of Team Assistant and Training Officers, respectively, from the Integrated Mission Training Centre to the Human Resources Section in order to build workload synergies and improve career planning in the context of retrenchment, by integrating training within a larger framework of human resources management.

Integrated Mission Training Cell

International staff: decrease of 1 post (abolishment of 1 P-4 post)

National staff: decrease of 4 posts (redeployment of 1 National Professional Officer post and 3 national General Service posts to the Human Resources Section)

United Nations Volunteers: increase of 3 positions (redeployment)

97. The Operation proposes to abolish the post of Chief Training Officer at the P-4 level, as follow-on to workload synergies built from the redeployment of all other posts from the Integrated Mission Training Cell to the Human Resources Section and the expected reduction in training activities in the 2015/16 period.

Medical Services Section

International staff: no net changes (reclassification of 1 post from the P-4 to the P-3 level)

National staff: decrease of 4 posts (abolishment of 1 National Professional Officer and 3 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment)

98. Considering the reduction in the scope and volume of operations and the number of personnel in the 2015/16 period, the Mission proposes the reclassification of a Medical Officer post from the P-4 to the P-3 level. The functions of the reclassified post, while involving a lower level of managerial responsibilities, will provide for the services of a specialist in the control and prevention of disease. He or she will implement relevant directives in the event of epidemic outbreaks, including Ebola and other haemorrhagic fevers.

99. In addition, as a result of the automation and streamlining of some processes in the Medical Services Section, as well as an anticipated decrease in the overall workload of the Section stemming from the envisaged decrease in the total number of UNOCI personnel in the 2015/16 period, the Mission proposes to abolish the posts of one Ambulance Driver and two Nurses (national General Service), and one Medical Officer (National Professional Officer), and the position of one Dental Assistant (United Nations Volunteer).

Procurement Section

National staff: decrease of 1 post (abolishment of 1 national General Service post)

United Nations Volunteers: decrease of 1 position (abolishment)

100. It is proposed to abolish a national General Service post and a position of United Nations Volunteer (both Procurement Assistants) in the light of the anticipated downsizing of the mission and the resultant impact on the volume of new acquisitions, although there will be an increase in asset disposal activity. The Procurement Section projects that it will require 2 fewer Procurement Assistant positions in the 2015/16 period. The functions performed by the incumbents of those positions, including administrative, low-amount solicitation, and processing of tax exemption claims, can be absorbed by the remaining team within the foreseen workload. The change in staffing will ensure that the resources of the Procurement Section are efficiently utilized within the existing staffing establishment.

Integrated Support Services

International staff: decrease of 23 posts (abolishment of 1 P-4, 6 P-3, 1 P-2, 13 Field Service posts, conversion of 1 post at the P-3 level to Field Service, and conversion of 2 Field Service posts to national General Service)

National staff: decrease of 43 posts (abolishment of 1 National Professional Officer and 44 national General Service posts, conversion of 2 national General Service posts from 2 Field Service posts)

Office of the Chief of Integrated Support Services

International staff: increase of 2 posts (reassignment of 1 post at the P-3 level from the Supply Section, redeployment of 1 Field Service post from the Integrated Support Services/Planning Unit)

National staff: decrease of 1 post (redeployment of 1 national General Service post to the Joint Logistic Operations Centre)

101. In line with the global field support strategy on supply chain management and the initiated transition of UNOCI, it is essential for the Office of the Chief of Integrated Support Services to establish improved effective and efficient oversight functions on budget, finance, staffing, training, policy compliance, audit response and overall administration guidance to the sections and units of the Office. The reassignment of the post of Fuel Officer in the Supply Section at the P-3 level to a post of Administrative Officer and the redeployment of the post of Administrative Assistant from the Planning Unit to the Office of the Chief of Integrated Support Services will substantially improve oversight and leadership functions in the Office of the Chief, allowing for improvement in work processes, management initiatives and efficiency gains in projects, with no additional financial implications to the Operation.

102. It is also proposed to redeploy a post of Administrative Assistant (national General Service) from the Office of the Chief of Integrated Support Services to the Joint Logistics Operations Centre to allow for the career progression of national staff.

Contingent-Owned Equipment Unit

International staff: decrease of 1 post (abolishment of 1 P-3 post)

National staff: decrease of 1 post (abolishment of 1 national General Service post)

103. In view of the reduction in the level of military and police personnel, it is proposed to abolish a post of Contingent-Owned Equipment Officer at the P-3 level and a post of Contingent-Owned Equipment Assistant at the national General Service level. It is estimated that the workload of the remaining team will be manageable based on the number of troops and military and police site locations to inspect, while performing all other required tasks efficiently.

Planning Unit

International staff: decrease of 1 post (redeployment of 1 Field Service post to the Office of the Chief Integrated Support Services)

National staff: increase of 1 post (redeployment of 1 national General Service post from the Joint Logistics Operations Centre)

104. Taking into account the drawdown of UNOCI and the reduction in the scope of operations, it is proposed to redeploy a post of Administrative Assistant (Field Service) to the Office of the Chief of Integrated Support Services. The incumbent of the post would support the establishment of effective and efficient oversight functions on budget, finance, training and policy compliance.

105. The functions of the post of Administrative Assistant will be covered partly by the incumbent of a post of Logistics Assistant (national General Service) redeployed from the Joint Logistic Operations Centre in support to the mandate of the Planning Unit and to allow for capacity-building in the area of information management and reporting.

Communications and Information Technology Section

International staff: net decrease of 7 posts (abolishment of 1 P-2 and 5 Field Service posts, conversion of 1 Field Service post to national General Service post)

National staff: net decrease of 10 posts (abolishment of 11 national General Service posts, conversion from Field Service post to a national General Service post)

United Nations Volunteers: decrease of 1 position (abolishment)

106. Owing to the reduction in the level of the operations carried out by UNOCI in the 2015/16 period and to the subsequent reconfiguration of Sector East, it is proposed to abolish the 2 posts of Telecommunication Assistant/Communications and Information Technologies Regional Coordinator and Material and Assets Assistant (Field Service), as their functions, including the managerial/supervisory role will be transferred to Abidjan and merged with the existing posts in the Communications and Information Technologies Section in Abidjan. It is planned that a much smaller assets store will be maintained in Sector East, and that it will be

managed by a national staff member with oversight provided by an international staff member with technical expertise.

107. In addition, it is proposed to abolish 2 posts of Telecommunications Assistant/Billing Assistant (Field Service), 1 position of Information Technology Assistant in Daloa (United Nations Volunteer) and 1 post of Associate Information Systems Officer at the P-2 level, which is vacant owing to the non-availability of suitable candidates on the roster. The Operation also proposes to abolish a post of Information Systems Assistant (Field Service), as GIS services to the field will be increasingly provided centrally by the United Nations Global Support Centre.

108. Furthermore, the Mission recommends the abolishment 11 national General Service posts comprising 3 Communications Technicians, 3 Communications Assistants, 2 Information Technologies Assistants, 2 Team Assistants and 1 Radio Technician. The posts are vacant, and the services performed by the incumbents of the posts are no longer required owing to the reconfiguration and automation of functions in the switchboard, and to the planned gradual cutback in services in the Section.

109. Furthermore, the Mission recommends the conversion of the post of Administrative Assistant from the Field Service to the national General Service level in the light of the reduction of the functions and the scope of UNOCI operations. As those functions no longer warrant the services of an international staff member, the proposed conversion would benefit national capacity-building.

Engineering Section

International staff: decrease of 3 posts (abolishment of 1 P-3 and 2 Field Service posts)

National staff: decrease of 17 posts (abolishment of 17 national General Service posts)

United Nations Volunteers: decrease of 2 positions (abolishment)

110. The drawdown in military and police strength and ensuing reduction in the number of camps, as well as the plan to merge Sector Abidjan and Sector East will entail the closure of the Sector East Regional Office. Consequently, the Mission proposes the abolishment of 2 posts in Sector East, namely, that of Regional Engineer at the P-3 level and that of Engineering Technician (Field Service), as well as 1 post of Assets Manager (Field Service) and 2 positions of Building Management Unit Supervisor and Engineer (United Nations Volunteers) in Abidjan. The tasks performed by the incumbents of those posts and positions will be handled by the remaining team in Abidjan owing to the overall decrease in the number of camps and the creation of work synergies with the merger of the sectors.

111. In addition, 12 national General Service posts from Sector East (1 Carpenter, 2 Electricians, 4 Plumbers, 1 Generator Mechanic, 2 Air Conditioner Technicians, 1 Driver and 1 Welder) and 5 national General Service posts from Abidjan (1 Facilities Management, Assistant, 1 Engineering Assistant, 1 Warehouse Worker, 1 Administrative Assistant and 1 Electrical Engineering Assistant) are proposed for abolishment, as the volume of engineering works will reduce as a result of the drawdown of troops and the closure of camps.

Joint Logistics Operations Centre

International staff: decrease of 1 post (abolishment of 1 post at the P-3 level)

National staff: net decrease of 1 post (abolishment of 1 National Professional Officer post, redeployment of 1 national General Service post from the Office of Chief Integrated Support Services and redeployment of 1 national General Service post to the Planning Unit)

112. Due to the foreseen reduction in the level of operations, as the mission carries on with its transition and drawdown measures, the Operation recommends the abolishment of the post of Logistics Officer at the P-3 level in Daloa. The functions of the post will be transferred to the incumbent of the existing post of Logistics Officer (National Professional Officer) in Daloa to support national capacity-building.

113. On the other hand, the mission proposes the abolishment of the post of Logistics Officer (National Professional Officer) in Bouaké owing to the merger of Sector East and Sector Abidjan to Planning Unit into one sector and the reduction in support operations resulting from the military drawdown, specifically in Sector East.

114. It is also proposed to redeploy the post of Logistics Assistant (national General Service) in Abidjan with the functions in the area of information management and reporting to the Planning Unit to allow national capacity-building in this area.

115. The national General Service post of Administrative Assistant will be reassigned from the Office of the Chief Integrated Support Services to allow national staff to take advantage of career progression opportunities in the Centre.

Movement Control Section

International staff: decrease of 3 posts (abolishment of 1 P-4, 1 P-3 and 1 Field Service posts)

National staff: decrease of 1 post (abolishment of 1 national General Service post)

United Nations Volunteers: decrease of 2 positions (abolishment)

116. The expected merger of Sector Abidjan and Sector East into one sector, and the foreseen reduction of UNOCI camps will no longer warrant the existence of the post of Regional Movement Control Officer at the P-3 level and 2 United Nations Volunteer positions of Movement Control Assistant at Sector East and in Abidjan.

117. Cargo operations within the Abidjan Shipping Unit are expected to reduce significantly. In this respect, the Mission proposes the abolishment of 2 posts of Movement Control Assistant (1 Field Service and 1 national General Service).

118. In parallel, a critical review of all functions was performed, and wherever possible resources have already been redeployed or combined to obtain efficiencies and, where feasible, service outsourcing has been carried out. In this respect, the Operation recommends the abolishment of the post of Chief Movement Control Officer at the P-4 level. In the 2015/16 period, movement control management will be carried out by a Movement Control Officer at the P-3 level. Overall management of the Movement Control Section will be under the Chief, Aviation and Movement Control (P-4), who will also supervise movement control, air operations and support.

Supply Section

International staff: decrease of 4 posts (abolishment of 1 P-3 and 1 Field Service posts, reassignment of 1 P-3 post to the Office of Chief Integrated Support Services, conversion of 1 post from the P-3 level to Field Service, conversion of 1 Field Service post to national General Service)

National staff: net decrease of 2 posts (abolishment of 3 national General Service posts, conversion of 1 Field Service post to a national General Service post)

United Nations Volunteers: decrease of 1 position (abolishment)

119. In anticipation of the reduction in the number of troops, and the decrease in supply operations, the mission recommends the abolishment of the posts of Supply Officer at the P-3 level, Supply Assistant (Field Service), a United Nations Volunteer position of Rations Assistant, and 3 national General Service posts, one each of Administrative Assistant, Warehouse Assistant and Driver. The tasks performed by the incumbents of those posts are expected to be absorbed efficiently by the members of the remaining team.

120. It is expected that fuel operations will be decreased; therefore the Mission recommends the reassignment of the post of Fuel Officer at the P-3 level to the Office of the Chief of Integrated Support Services. The tasks performed by the incumbent of the post will be absorbed efficiently by the remaining members of the team.

121. To reflect the lower military and police strength as well as the decreased workload, it is planned to convert the post of Rations Officer from the P-3 level to the Field Service level.

122. It is also proposed to convert the post of Logistics Assistant from the Field Service level to the national General Service level, considering the decrease in the operations in fuel distribution and to support the capacity-building of national staff.

Transport Section

International staff: decrease of 3 posts (abolishment of 3 Field Service posts)

National staff: decrease of 9 posts (abolishment of 9 national General Service posts)

United Nations Volunteers: decrease of 2 positions (abolishment)

123. In view of the reduction of the number of military and police personnel and the subsequent lower level of transport operations and outsourcing of transport services, it is proposed to abolish 3 Field Service posts of Transport Officer in Abidjan, Transport Assistant in Sector East, Bouaké, and Transport Assistant in the Abidjan workshop.

124. The reduction of the vehicle fleet will lessen the requirement for drivers. It is planned to abolish 8 national General Service posts of Driver and 1 post of Vehicle Technician as well as 2 positions of Mechanic (United Nations Volunteers).

Air Operations Section

International staff: decrease of 2 posts (abolishment of 1 P-3 and 1 Field Service posts)

National staff: decrease of 2 posts (abolishment of 2 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment)

125. Taking into account the reduction in the air operations fleet, it is proposed to abolish the post of Air Operations Officer at the P-3 level, while the decreased functions will be performed by the Air Operations Officer at the National Professional Officer level. The post of Air Operations Assistant (Field Service), the United Nations Volunteer position of Air Operations Assistant in Daloa, the 2 national General Service posts of Aviation Safety Assistant and Budget Assistant of the Air Operations Section are also proposed to be abolished. The functions performed by the incumbents of the posts and positions will be absorbed by the remaining members of the team.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures[a] (2013/14) (1)	Apportionment[a] (2014/15) (2)	Cost estimates (2015/16) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	10 356.0	10 129.9	9 049.0	(1 080.9)	(10.7)
Military contingents	241 931.7	196 714.4	159 772.7	(36 941.7)	(18.8)
United Nations police	25 903.4	24 502.7	21 924.2	(2 578.5)	(10.5)
Formed police units	22 604.7	29 540.1	29 487.4	(52.7)	(0.2)
Subtotal	**300 795.8**	**260 887.1**	**220 233.3**	**(40 653.8)**	**(15.6)**
Civilian personnel					
International staff	77 801.1	71 686.3	62 699.9	(8 986.4)	(12.5)
National staff	25 974.8	21 175.0	17 836.5	(3 338.5)	(15.8)
United Nations Volunteers	6 774.1	7 527.4	6 458.8	(1 068.6)	(14.2)
General temporary assistance	1 151.2	–	–	–	–
Government-provided personnel	591.8	1 835.2	370.6	(1 464.6)	(79.8)
Subtotal	**112 293.0**	**102 223.9**	**87 365.8**	**(14 858.1)**	**(14.5)**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	327.8	602.0	597.4	(4.6)	(0.8)
Official travel	5 297.7	3 669.0	3 204.0	(465.0)	(12.7)
Facilities and infrastructure	46 807.5	34 283.9	33 152.4	(1 131.5)	(3.3)
Ground transportation	7 403.0	7 067.4	8 355.2	1 287.8	18.2
Air transportation	39 012.6	35 873.9	31 888.0	(3 985.9)	(11.1)
Naval transportation	181.5	6.1	7.2	1.1	18.0
Communications	5 065.4	8 030.9	4 933.6	(3 097.3)	(38.6)
Information technology	5 580.2	5 416.6	5 053.7	(362.9)	(6.7)
Medical	1 395.2	1 372.4	1 296.4	(76.0)	(5.5)
Special equipment	–	–	–	–	–
Other supplies, services and equipment	20 659.1	32 137.1	20 154.8	(11 982.3)	(37.3)
Quick-impact projects	2 010.4	2 000.0	2 000.0	–	–
Subtotal	**133 740.4**	**130 459.3**	**110 642.7**	**(19 816.6)**	**(15.2)**
Gross requirements	**546 829.2**	**493 570.3**	**418 241.8**	**(75 328.5)**	**(15.3)**
Staff assessment income	10 158.9	8 896.0	7 779.5	(1 116.5)	(12.6)
Net requirements	**536 670.3**	**484 674.3**	**410 462.3**	**(74 212.0)**	**(15.3)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**546 829.2**	**493 570.3**	**418 241.8**	**(75 328.5)**	**(15.3)**

[a] Reflects the realignment of resources for Government-provided personnel from the operational costs category to the civilian personnel category of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs category to the military and police personnel category of expenditure.

B. Non-budgeted contributions

126. The estimated value of non-budgeted contributions for the period from 1 July 2015 to 30 June 2016 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	13 770.9
Voluntary contributions in kind (non-budgeted)	–
Total	**13 770.9**

[a] Inclusive of the estimated rental value of the Government-provided facilities.

C. Efficiency gains

127. The cost estimates for the period from 1 July 2015 to 30 June 2016 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Facilities and Infrastructure	48.0	By using the existing potable water supply system already set up for the military personnel in Sebroko and the sectors, efficiency can be achieved through cancelling the current contract with a water delivery company and investing in water fountains, which can be connected to the internal potable water supply
Air Operations	2 055.0	The Dash-8 fixed-wing aircraft will be replaced by a Beechcraft (or equivalent) in the 2015/16 period. The Beechcraft has a lower capacity of 19 passengers versus 44 passengers for the Dash-8. This efficiency is achieved through rationalizing the number of passengers using United Nations flights, and reducing the overall number of flights accordingly. ONUCI has enforced a new policy for boarding regular flights by setting priority levels for passengers, and flight planning has been adjusted accordingly allowing for the efficiency
Total	**2 103.0**	

D. Vacancy factors

128. The cost estimates for the period from 1 July 2015 to 30 June 2016 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2013/14*	*Budgeted 2014/15*	*Projected 2015/16*
Military and police personnel			
Military observers	2.6	2.0	2.0
Military contingents	6.6	2.0	2.0
United Nations police	11.7	11.0	11.0
Formed police units	17.5	1.0	1.0
Civilian personnel			
International staff	12.4	10.0	10.0
National staff			
National Professional Officers	12.4	12.0	12.0
National General Service staff	6.7	6.0	4.0
United Nations Volunteers	19.6	4.0	7.0
Temporary positions[a]			
International staff	(33.3)	–	–
National staff	15.4	–	–
Government-provided personnel	16.7	19.0	–

[a] Funded under general temporary assistance.

129. The proposed vacancy rates for the 2015/16 period take into account the planned reduction of military, police and civilian personnel as well as anticipated deployment and the actual average vacancy rates from 2013/14 period.

E. Contingent-owned equipment: major equipment and self-sustainment

130. Requirements for the period from 1 July 2015 to 30 June 2016 are based on standard reimbursement rates for major equipment (wet-lease and self-sustainment) in the total amount of $57,490,700 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	26 228.3
Formed police units	5 533.5
Subtotal	**31 761.8**
Self-sustainment	
Military contingents	22 169.8
Formed police units	3 559.1
Subtotal	**25 728.9**
Total	**57 490.7**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	1.80	1 October 2006	30 September 2010
Intensified operational condition factor	1.90	1 October 2006	30 September 2010
Hostile action/forced abandonment factor	1.50	1 October 2006	30 September 2010
B. Applicable to home country			
Incremental transportation factor	0.00-4.25		

F. Training

131. The estimated resource requirements for training for the period from 1 July 2015 to 30 June 2016 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	411.5
Official travel	
Official travel, training	684.0
Other supplies, services and equipment	
Training fees, supplies and services	407.3
Total	**1 502.8**

132. The number of participants planned for the period from 1 July 2015 to 30 June 2016, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2013/14	*Planned 2014/15*	*Proposed 2015/16*	*Actual 2013/14*	*Planned 2014/15*	*Proposed 2015/16*	*Actual 2013/14*	*Planned 2014/15*	*Proposed 2015/16*
Internal	689	2 169	1 457	1 009	2 347	1 144	5 382	8 834	1 040
External[a]	81	138	73	23	66	45	–	15	9
Total	**770**	**2 307**	**1 530**	**1 032**	**2 413**	**1 189**	**5 382**	**8 849**	**1 049**

[a] Includes the United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

133. In the 2015/16 period, UNOCI will focus on building the capacity of national staff through targeted internal training programmes, in such areas as information technologies, basic accounting, competency based interviewing, languages and other training courses that are designed both to develop their skills and enable them to take on greater responsibilities within the mission and to facilitate their eventual reinsertion into the local economy. In order to achieve maximum cost-effectiveness,

most training will be conducted within the mission area through the use of in-house capacity. The projected number of training programmes reflects the reduction in the number of military and civilian staff.

G. Disarmament, demobilization and reintegration

134. The estimated resource requirements for disarmament, demobilization and reintegration for the period 1 July 2015 to 30 June 2016 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Budget line	
Direct operational costs for demobilization of approximately 9,200 ex-combatants	653.2
Support for the reinsertion of ex-combatants	5 796.0
22 community-based reinsertion projects	1 600.0
Total	**8 049.2**

135. The role of the Operation in providing support to disarmament, demobilization and reinsertion programmes for the demobilization of ex-combatants is reflected in the outputs under expected accomplishments 1.3 and 1.4 of the results-based-budgeting frameworks. The disarmament, demobilization and reintegration efforts in 2015/16 aim to disarm and demobilize 9,200 ex-combatants in Côte d'Ivoire. The proposed resources include provision for the demobilization and reinsertion of 9,200 ex-combatants and 22 community-based reinsertion projects and social cohesion projects targeting former combatants and host communities, which will be implemented in coordination with the national Disarmament, Demobilization and Reintegration Authority.

H. Mine detection and mine-clearing services

136. The estimated resource requirements for mine detection and mine-clearing services for the period 1 July 2015 to 30 June 2016 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Special equipment	
Mine detection and mine-clearing equipment	–
Other supplies, services and equipment	
Mine detection and mine-clearing services	5 225.0
Mine detection and mine-clearing supplies	–

137. In parallel with the disarmament, demobilization and reintegration programmes, the Operation will deliver outputs related to weapons and ammunition management.

In this respect, efforts will be undertaken in the following areas: (a) clearance of explosive remnants of war to improve the protection of civilians and human security; (b) safe handling and storage of weapons and ammunitions and disposal of unserviceable ones collected during disarmament, demobilization and reintegration operations and ad hoc disarmament operations to disarmament-related sites; (c) physical security and stockpile management; and (d) technical assistance to Ivorian national authorities in relation to their obligations under international disarmament laws, namely, the ECOWAS Convention on Small Arms and Light Weapons, the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on Their Destruction and the Convention on Cluster Munitions, to which Côte d'Ivoire is a signatory.

I. Quick-impact projects

138. The estimated resource requirements for quick-impact projects for the period from 1 July 2015 to 30 June 2016, compared with previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2013 to 30 June 2014 (actual)	2 010.4	65
1 July 2014 to 30 June 2015 (approved)	2 000.0	80
1 July 2015 to 30 June 2016 (proposed)	2 000.0	80

139. A provision of $2.0 million is proposed for the 2015/16 period to implement 80 quick-impact projects in the following areas: support to good offices role of the Special Representative of the Secretary-General, rehabilitation of public infrastructure in support of social cohesion and conflict resolution, outreach activities (39 projects); promotion and protection of human rights, child protection, women rights and humanitarian conditions and recovery capacities (22 projects); support for the rehabilitation and equipment of gendarmerie and police facilities (10 projects); support for building confidence between the military battalions and the local population (9 projects).

140. The implementation of quick-impact projects by UNOCI components remains critical, in particular in support of the good offices role of the Special Representative of the Secretary-General in strengthening social cohesion and national reconciliation in advance of, during and after the electoral process. Projects are targeting priority areas and locations in line with the mandate and restructuring of the mission.

III. Analysis of variances[1]

141. The standard terminology applied with respect to the analysis of resource variances in this section are defined in section B of annex I to the present report. The terminology used remains the same as in previous reports.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
Military observers	($1 080.9)	(10.7%)

- **External: currency exchange rate**

142. The reduced requirements are attributable mainly to lower requirements for mission subsistence allowance owing to the exchange rate of 538.19 CFA francs to 1 United States dollar as compared with the exchange rate of 475.26 used in the previous period.

	Variance	
Military contingents	($36 941.7)	(18.8%)

- **Mandate: reduction in strength of military contingent personnel**

143. The reduced requirements are attributable mainly to the reduction in the strength of contingent personnel from 6,945 in the 2014/15 period to the planned total of 5,126 in the 2015/16 period, subsequently resulting in the lower requirements for reimbursements to troop-contributing Governments for troops and equipment, rations, travel on emplacement, rotation and repatriation, mission subsistence and daily allowances as well as no deployment of contingent-owed equipment planned in 2015/16.

	Variance	
United Nations police	($2 578.5)	(10.5%)

- **Mandate: reduction in strength of police personnel**

144. The reduced requirements are attributable mainly to: (a) the reduction of 55 United Nations police personnel from 555 in the 2014/15 period to 500 by June 2015, subsequently resulting in the lower requirements for mission subsistence allowance, travel on emplacement, rotation and repatriation; and (b) to the exchange rate of 538.2 CFA francs to 1 United States dollar as compared with the exchange rate of 475.26 used in the previous period.

	Variance	
International staff	($8 986.4)	(12.5%)

- **Management: reduction in the international staffing establishment**

145. The reduced requirements are attributable mainly to the reduction in the international staffing establishment by 53 international posts, from 411 in the 2014/15 period to 358 in the 2015/16 period. In addition, 1 post of HIV/AIDS Officer at the P-4 level and 3 Field Service posts from the Security Section will be reduced by the end of December 2015.

	Variance	
National staff	($3 338.5)	(15.8%)

- **Management: reduction in the national staffing establishment**

146. The reduced requirements are attributable mainly to the reduction in the national staffing establishment by 83 posts, from 796 in the 2014/15 period to 713 in the 2015/16 period. In addition, 12 national General Service posts in the Security

Section will be abolished by the end of December 2015. Furthermore, the decrease is attributable to the exchange rate of 538.2 CFA francs to 1 United States dollar as compared with the exchange rate of 475.26 used in the previous period.

147. The overall decreased requirements are partly offset by the lower vacancy rate for national General Service from 6 to 4 per cent.

	Variance	
United Nations Volunteers	($1 068.6)	(14.2%)

- **Management: reduction in the staffing establishment and application of higher vacancy rate**

148. The reduced requirements are attributable mainly to: (a) the reduction by 24 United Nations Volunteer positions, from 178 in the 2014/15 period to 154 in the 2015/16 period; and (b) the higher vacancy rate of 7 per cent applied in the 2015/16 period as compared with the 4 per cent vacancy rate applied in the 2014/15 period.

	Variance	
Government-provided personnel	($1 464.6)	(79.8%)

- **Mandate: reduction in the staffing establishment**

149. The reduced requirements are attributable to the reduction of 36 Government-provided personnel, from 44 approved in the 2014/15 period to 8 proposed in the 2015/16 period, owing to the departure of 36 corrections officers as a result of the change in mandate of UNOCI in accordance with Security Council resolution 2162 (2014).

	Variance	
Official travel	($465.0)	(12.7%)

- **Management: reduced inputs and outputs**

150. The decreased requirements are attributable mainly to the reduced training within mission travel and less external training planned in the Operation with the reduction in the number of military and civilian personnel.

	Variance	
Facilities and infrastructure	($1 131.5)	(3.3%)

- **Management: change in scale of mandate**

151. The reduced requirements are attributable mainly to: (a) lower requirements for the rental of premises owing to the closure of 17 sites; (b) fewer acquisitions of engineering supplies, such as carpentry and plumbing toolkits; and (c) no provision for water treatment equipment. The overall decreased requirement is partly offset by the higher requirement for security services owing to the need to provide security for civilian staff, which requirement was previously budgeted under common staff costs and troop reduction.

	Variance	
Ground transportation	$1 287.8	18.2%

- **Management: increased input and same output**

152. The increased requirement is attributable mainly to the higher consumption of petrol, oil and lubricants estimated in the 2015/16 period based on actual consumption of fuel for ground transportation and taking into account the Operation's drawdown. The overall increased requirements are partly offset by the lower requirement for spare parts and liability insurance owing to the write-off of 44 vehicles.

	Variance	
Air transportation	($3 985.9)	(11.1%)

- **Management: reduced input and output**

153. The reduced requirements are attributable mainly to: (a) reduction of the Lear Jet fixed-wing aircraft in January 2016, the Mi-8 rotary-wing aircraft in December 2015, and (b) the replacement of the Dash fixed-wing aircraft with a Beech fixed-wing aircraft or equivalent, and 3 Bell helicopters by 1 Mi-17 and 1 Mi-171Sh rotary-wing aircraft.

	Variance	
Naval transportation	$1.1	18.0%

- **Management: increased input and output**

154. The increased requirement is attributable to the higher consumption of diesel fuel by the new speed boats that will be operational during the year.

	Variance	
Communications	($3 097.3)	(38.6%)

- **Management: reduced input and output**

155. The reduced requirements are attributable mainly to: (a) reduced public information services and printing and reproduction activity owing to the drawdown of operations of ONUCI FM radio planned for January 2016; (b) lower provisions for the acquisition of communications equipment owing to the sufficiency of current stock to maintain operations; and (c) lower provisions for commercial communications and spare parts owing to lower projected usage of equipment as a result of the reduction of the number of personnel.

	Variance	
Information technology	($362.9)	(6.7%)

- **Management: reduced input and output**

156. The reduced requirements are attributable mainly to: (a) lower provisions for equipment and related licences; and (b) lower requirements for information technology services owing to the reduction in the number of military and civilian personnel.

	Variance	
Medical	($76.0)	(5.5%)

• **Management: reduced input and same output**

157. The reduced requirements are attributable to lower provision for medical equipment (X-ray machine, dental chair, dry chemistry automatic analyser) and supplies which were budgeted in the 2014/15 period.

	Variance	
Other supplies, services and equipment	($11 982.3)	(37.3%)

• **Mandate: change in scale of mandate**

158. The reduced requirements are attributable mainly to the decrease of the disarmament, demobilization and reintegration programme owing to the activities being limited to processing any residual caseload of ex-combatants. The National Disarmament, Demobilization and Reintegration Authority aimed to conclude the process before the presidential elections in 2015. The overall decreased requirements are partly offset by the higher requirements for freight and related costs owing to the inclusion of such costs in all acquisition of assets and equipment against one budget line under this class of expenditure, and inland movement of personnel and equipment being contracted to a vendor rather than performed by a contingent transport unit.

IV. Actions to be taken by the General Assembly

159. **The actions to be taken by the General Assembly in connection with the financing of the Operation are:**

(a) **Appropriation of the amount of $418,241,800 for the maintenance of the Operation for the 12-month period from 1 July 2015 to 30 June 2016;**

(b) **Assessment of the amount in paragraph (a) above at a monthly rate of $34,853,483 should the Security Council decide to continue the mandate of the Operation.**

V. Summary of follow-up action taken to implement the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly

Cross-cutting issues

(A/68/782/Add.11)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee was informed, upon enquiry, that the operational arrangements and requirements for the quick-reaction force, including the concept of operations, would be included in the forthcoming report of the Secretary-General on UNOCI to be submitted to the Security Council, with a view to seeking any necessary authorization for such a unit. It is further envisaged that the force could also respond to other crises in the subregion, as required, pursuant to Security Council approval. **The Committee trusts that the cost-sharing arrangements associated with the proposed use of the quick-reaction force by UNMIL and other peacekeeping missions of the subregion will be specified prior to its deployment (para. 60).**	The costs relating to the quick-reaction force will be borne by UNOCI and charged to other missions in the subregion based on usage.

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with respect to proposed changes in human resources (see section I):

- **Post establishment.** A new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources.
- **Post reassignment.** An approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post.
- **Post redeployment.** An approved post is proposed to be redeployed to cover comparable or related functions in another office.
- **Post reclassification.** An approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially.
- **Post abolishment.** An approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission.
- **Post conversion.** Three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature.
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts.
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts.

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

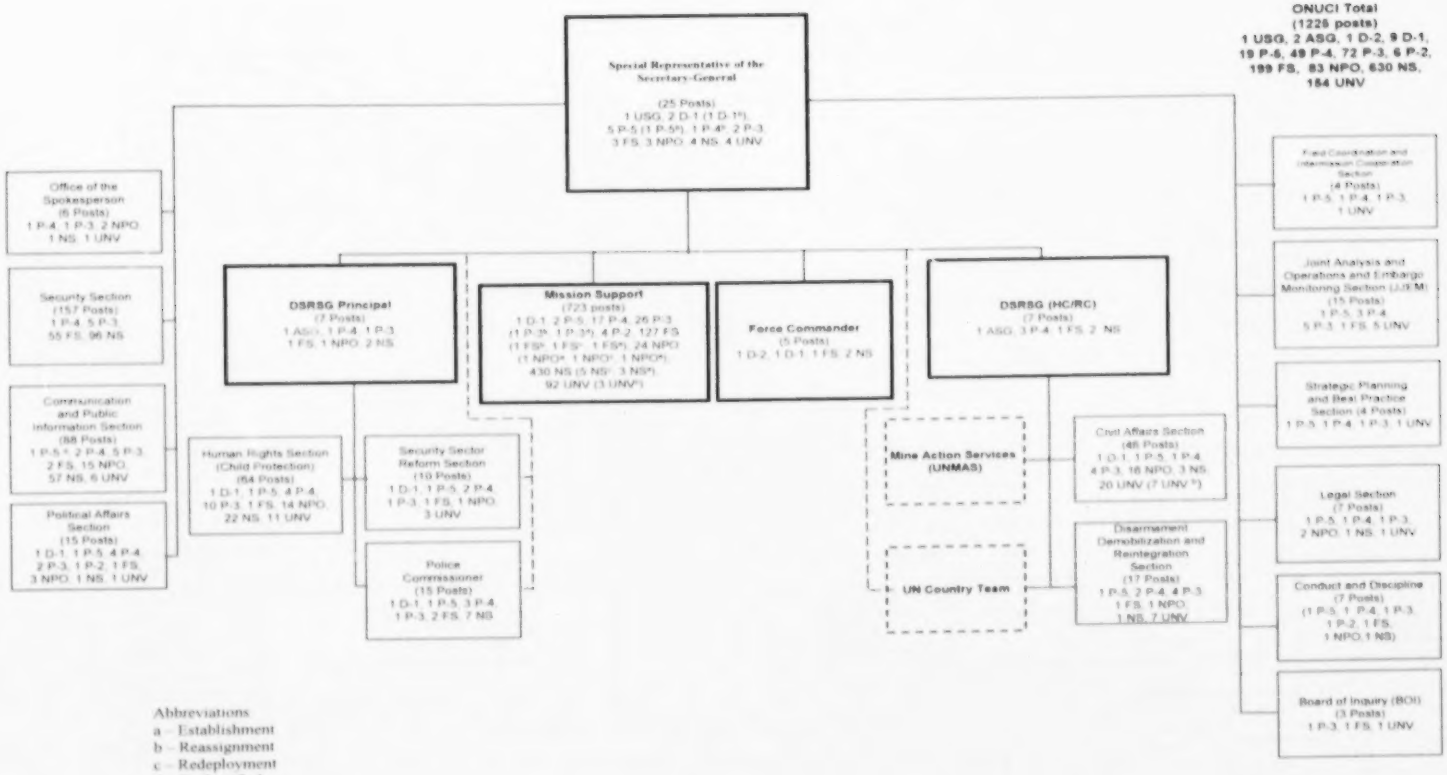
- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External:** variances caused by parties or situations external to the United Nations
- **Cost parameters:** variances caused by United Nations regulations, rules and policies
- **Management:** variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization charts

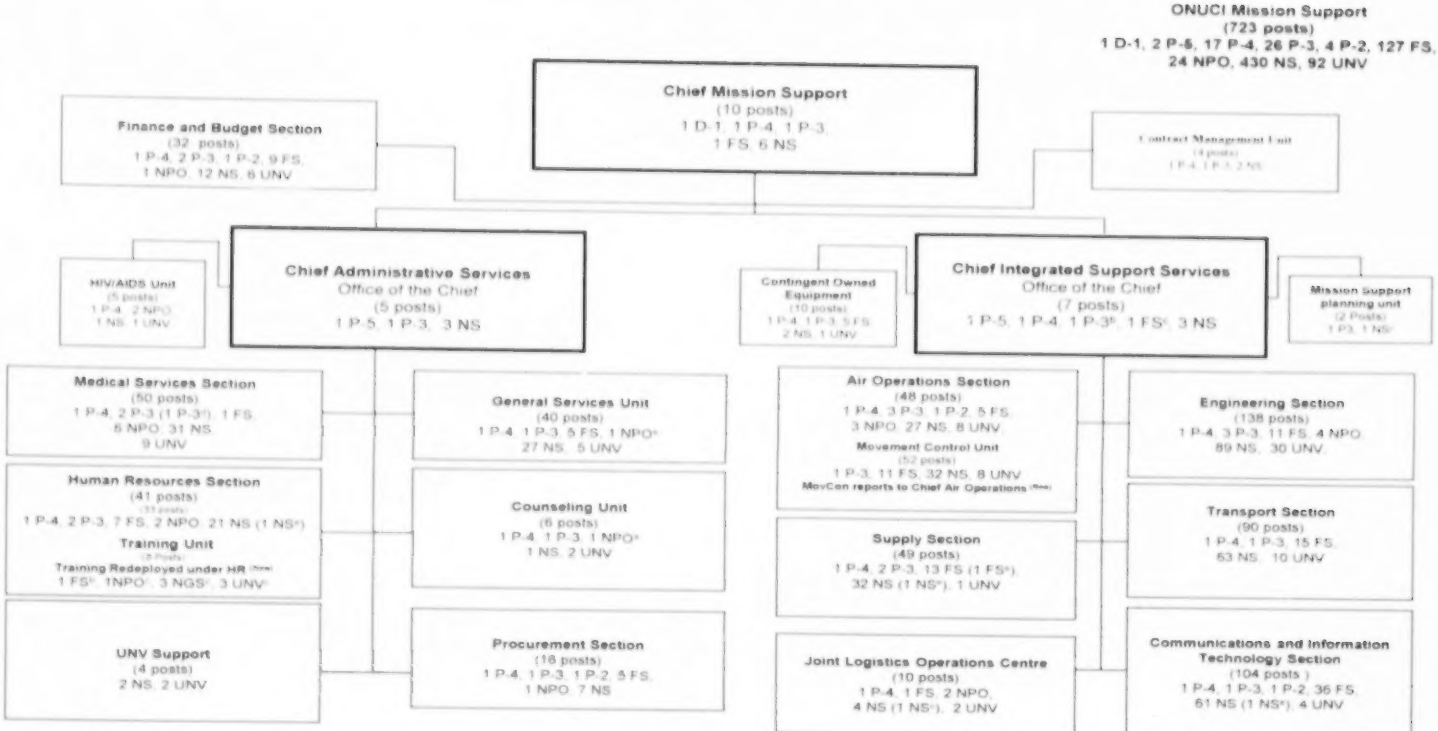
A. Mission overall 2015/16


ONUCI Total
(1225 posts)
1 USG, 2 ASG, 1 D-2, 9 D-1,
19 P-5, 49 P-4, 72 P-3, 6 P-2,
199 FS, 83 NPO, 630 NS,
184 UNV
Special Representative of the Secretary-General
(25 Posts)
1 USG, 2 D-1 (1 D-1[e]),
5 P-5 (1 P-5[e]), 1 P-4[e], 2 P-3,
3 FS, 3 NPO, 4 NS, 4 UNV
Office of the Spokesperson
(6 Posts)
1 P-4, 1 P-3, 2 NPO,
1 NS, 1 UNV
Security Section
(157 Posts)
1 P-4, 5 P-3,
55 FS, 96 NS
Communication and Public Information Section
(88 Posts)
1 P-5 [c], 2 P-4, 5 P-3,
2 FS, 15 NPO,
57 NS, 6 UNV
Political Affairs Section
(15 Posts)
1 D-1, 1 P-5, 4 P-4,
2 P-3, 1 P-2, 1 FS,
3 NPO, 1 NS, 1 UNV
DSRSG Principal
(7 Posts)
1 ASG, 1 P-4, 1 P-3,
1 FS, 1 NPO, 2 NS
Human Rights Section (Child Protection)
(64 Posts)
1 D-1, 1 P-5, 4 P-4,
10 P-3, 1 FS, 14 NPO,
22 NS, 11 UNV
Security Sector Reform Section
(10 Posts)
1 D-1, 1 P-5, 2 P-4,
1 P-3, 1 FS, 1 NPO,
3 UNV
Police Commissioner
(15 Posts)
1 D-1, 1 P-5, 3 P-4,
1 P-3, 2 FS, 7 NS
Mission Support
(723 posts)
1 D-1, 2 P-5, 12 P-4, 26 P-3,
(1 P-3[e], 1 P-3[d]), 4 P-2, 127 FS,
(1 FS[e], 1 FS[c], 1 FS[d]), 24 NPO,
(1 NPO[e], 1 NPO[c], 1 NPO[d]),
430 NS (5 NS[c], 3 NS[d]),
92 UNV (3 UNV[c])
Force Commander
(5 Posts)
1 D-2, 1 D-1, 1 FS, 2 NS
DSRSG (HC/RC)
(7 Posts)
1 ASG, 3 P-4, 1 FS, 2 NS
Mine Action Services (UNMAS)
UN Country Team
Civil Affairs Section
(48 Posts)
1 D-1, 1 P-5, 1 P-4,
4 P-3, 16 NPO, 3 NS,
20 UNV (7 UNV [c])
Disarmament Demobilization and Reintegration Section
(17 Posts)
1 P-5, 2 P-4, 4 P-3,
1 FS, 1 NPO,
1 NS, 7 UNV
Field Coordination and Information Cooperation Section
(4 Posts)
1 P-5, 1 P-4, 1 P-3,
1 UNV
Joint Analysis and Operations and Embargo Monitoring Section (JOEM)
(15 Posts)
1 P-5, 3 P-4,
5 P-3, 1 FS, 5 UNV
Strategic Planning and Best Practice Section (4 Posts)
1 P-5, 1 P-4, 1 P-3, 1 UNV
Legal Section
(7 Posts)
1 P-5, 1 P-4, 1 P-3,
2 NPO, 1 NS, 1 UNV
Conduct and Discipline
(7 Posts)
(1 P-5, 1 P-4, 1 P-3,
1 P-2, 1 FS,
1 NPO,1 NS)
Board of Inquiry (BOI)
(3 Posts)
1 P-3, 1 FS, 1 UNV

Abbreviations
a – Establishment
b – Reassignment
c – Redeployment
d – Reclassified
e – Conversion

FS-Field Service
NPO-National Officer
NS-National General Service staff
SS-Security Service
UNV-United Nations Volunteers

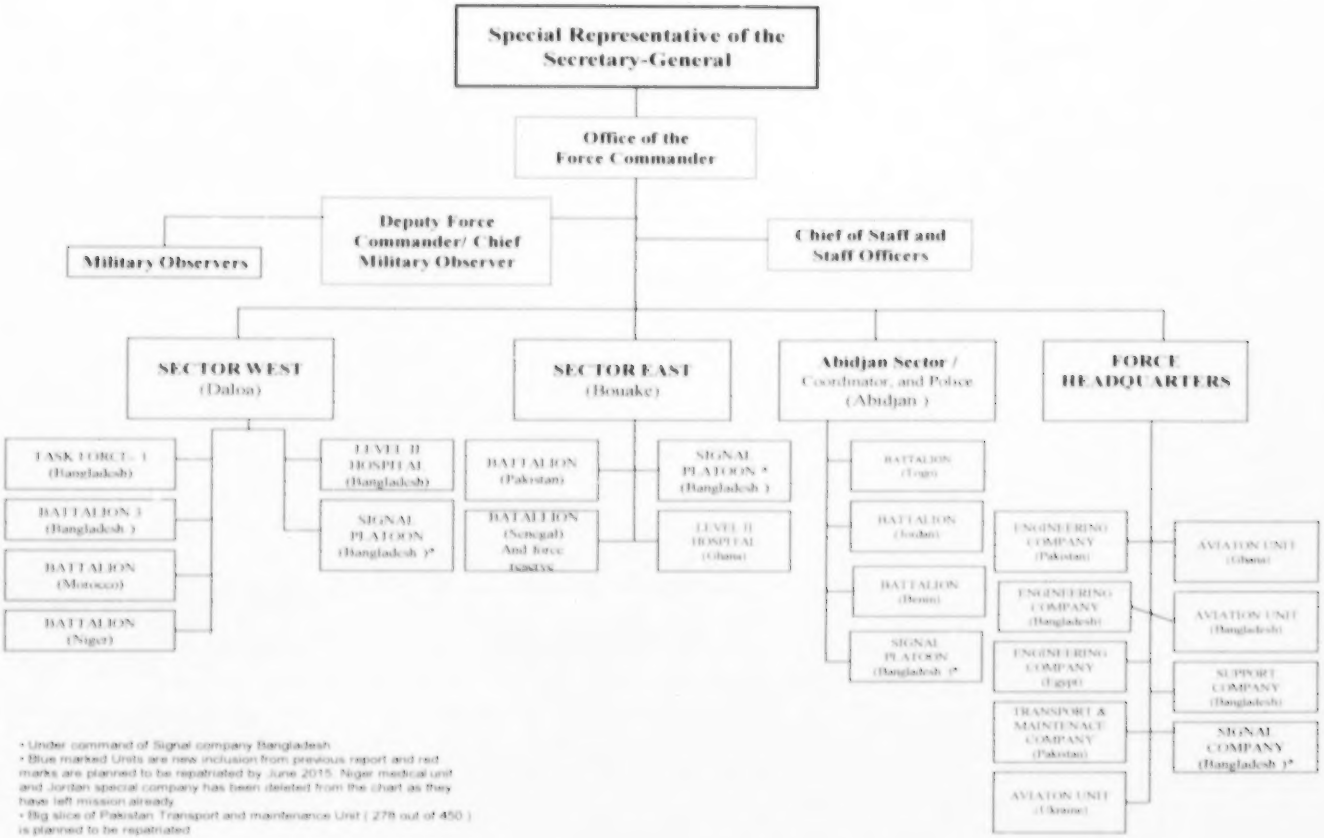
B. Mission support 2015/16


ONUCI Mission Support
(723 posts)
1 D-1, 2 P-5, 17 P-4, 26 P-3, 4 P-2, 127 FS, 24 NPO, 430 NS, 92 UNV
Chief Mission Support
(10 posts)
1 D-1, 1 P-4, 1 P-3, 1 FS, 6 NS
Finance and Budget Section
(32 posts)
1 P-4, 2 P-3, 1 P-2, 9 FS, 1 NPO, 12 NS, 6 UNV
Contract Management Unit
(4 posts)
1 P-4, 1 P-3, 2 NS
Chief Administrative Services
Office of the Chief
(5 posts)
1 P-5, 1 P-3, 3 NS
HIV/AIDS Unit
(5 posts)
1 P-4, 2 NPO, 1 NS, 1 UNV
Chief Integrated Support Services
Office of the Chief
(7 posts)
1 P-5, 1 P-4, 1 P-3[b], 1 FS[c], 3 NS
Contingent Owned Equipment
(10 posts)
1 P-4, 1 P-3, 5 FS, 2 NS, 1 UNV
Mission support planning unit
(2 Posts)
1 P3, 1 NS[c]
Medical Services Section
(50 posts)
1 P-4, 2 P-3 (1 P-3[b]), 1 FS, 5 NPO, 31 NS, 9 UNV
General Services Unit
(40 posts)
1 P-4, 1 P-3, 5 FS, 1 NPO[a], 27 NS, 5 UNV
Human Resources Section
(41 posts)
(33 posts)
1 P-4, 2 P-3, 7 FS, 2 NPO, 21 NS (1 NS[a])
Training Unit
(5 Posts)
Training Redeployed under HR (New)
1 FS[c], 1NPO[c], 3 NGS[c], 3 UNV
Counseling Unit
(6 posts)
1 P-4, 1 P-3, 1 NPO[a], 1 NS, 2 UNV
UNV Support
(4 posts)
2 NS, 2 UNV
Procurement Section
(18 posts)
1 P-4, 1 P-3, 1 P-2, 5 FS, 1 NPO, 7 NS
Air Operations Section
(48 posts)
1 P-4, 3 P-3, 1 P-2, 5 FS, 3 NPO, 27 NS, 8 UNV
Movement Control Unit
(52 posts)
1 P-3, 11 FS, 32 NS, 8 UNV
MovCon reports to Chief Air Operations (New)
Supply Section
(49 posts)
1 P-4, 2 P-3, 13 FS (1 FS[a]), 32 NS (1 NS[a]), 1 UNV
Joint Logistics Operations Centre
(10 posts)
1 P-4, 1 FS, 2 NPO, 4 NS (1 NS[c]), 2 UNV
Engineering Section
(138 posts)
1 P-4, 3 P-3, 11 FS, 4 NPO, 89 NS, 30 UNV
Transport Section
(90 posts)
1 P-4, 1 P-3, 15 FS, 63 NS, 10 UNV
Communications and Information Technology Section
(104 posts)
1 P-4, 1 P-3, 1 P-2, 36 FS, 61 NS (1 NS[a]), 4 UNV

Abbreviations
a – Establishment
b – Reassignment
c – Redeployment
d – Reclassified
e – Conversion
FS-Field Service
NPO-National Officer
NS-National General Service staff
SS-Security Service
UNV-United Nation Volunteers

C. Military component

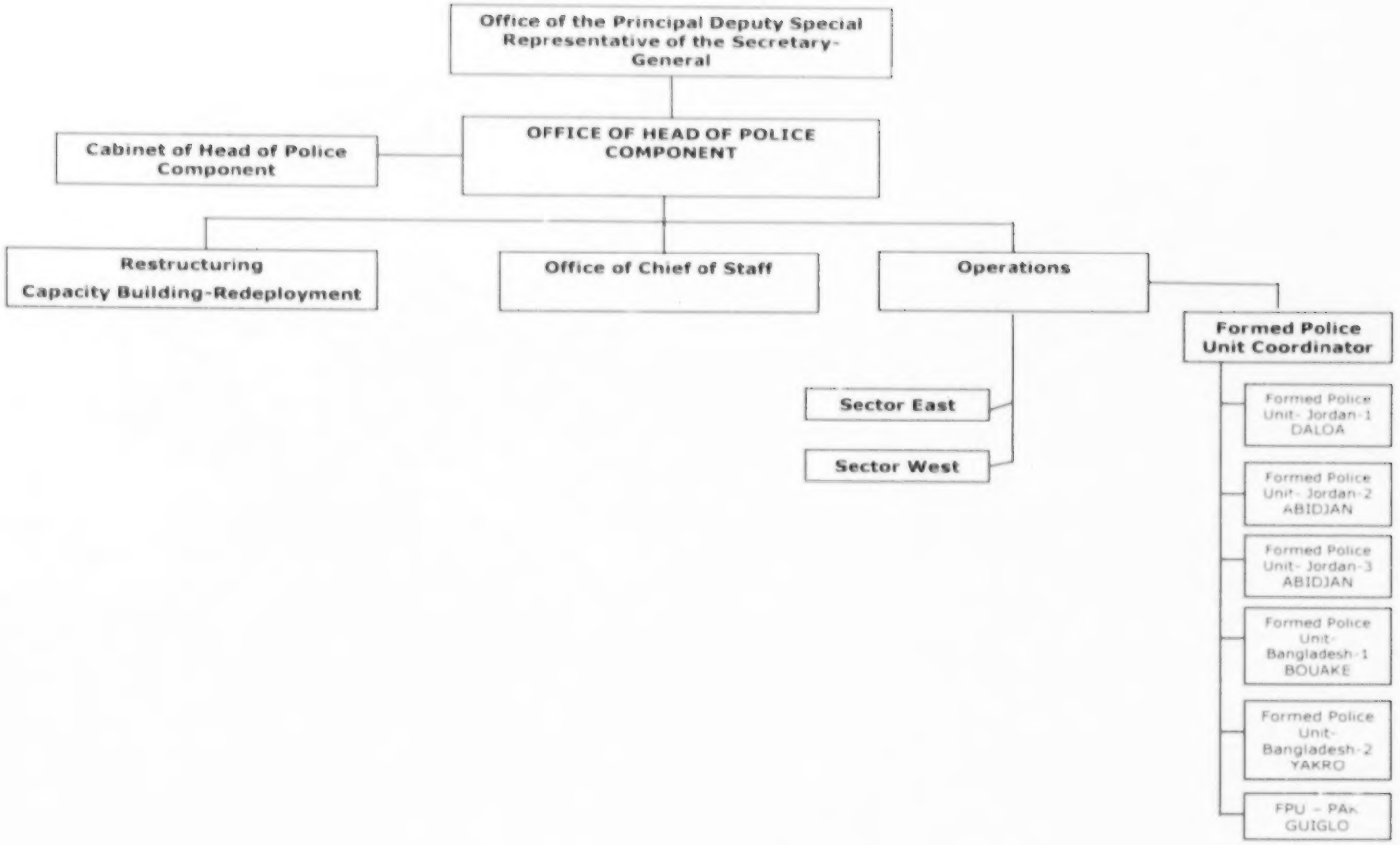
UNOCI 2015/16



• Under command of Signal company Bangladesh
• Blue marked Units are new inclusion from previous report and red marks are planned to be repatriated by June 2015. Niger medical unit and Jordan special company has been deleted from the chart as they have left mission already.
• Big slice of Pakistan Transport and maintenance Unit (278 out of 450) is planned to be repatriated

D. Police component

UNOCI 2015/16

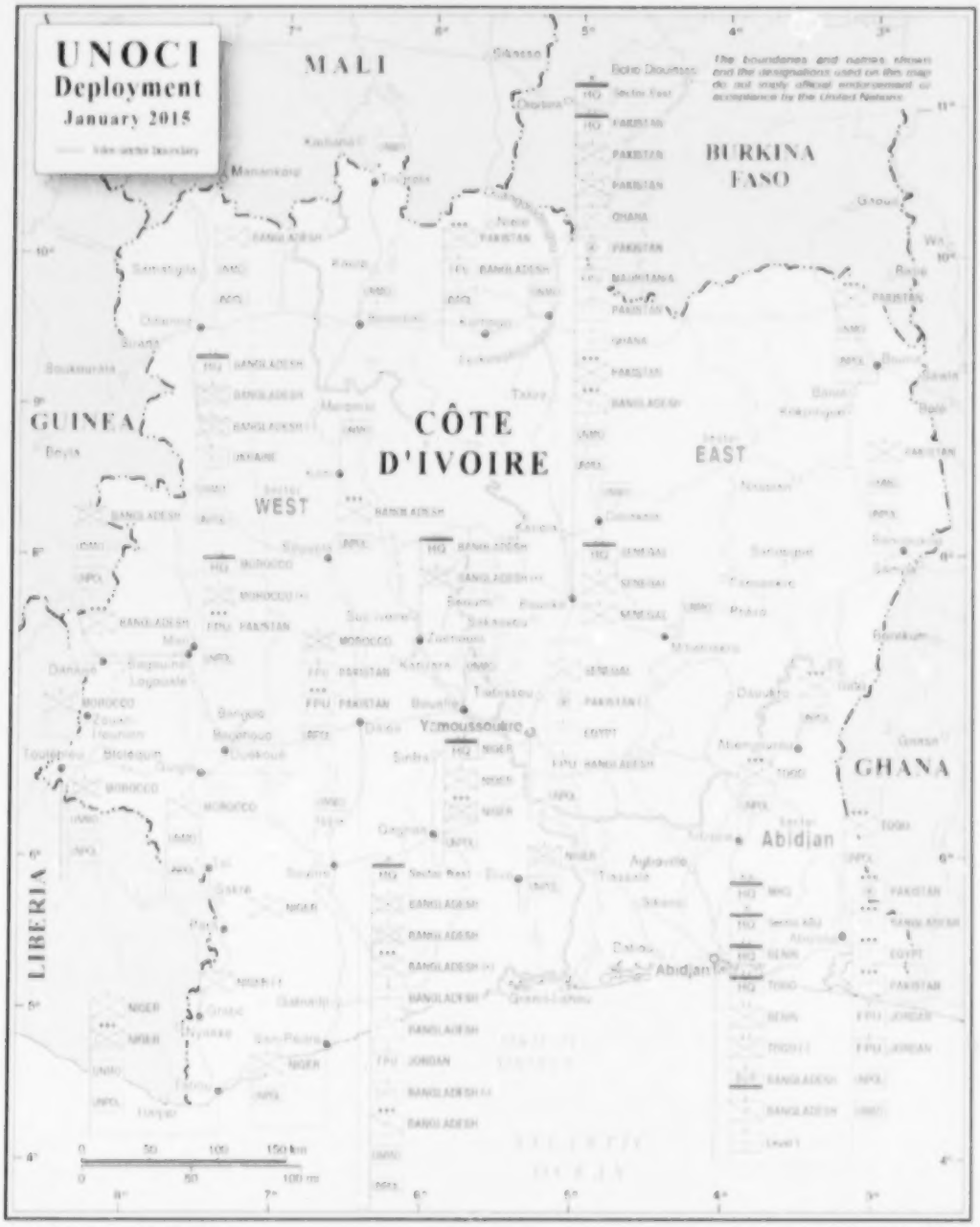

Office of the Principal Deputy Special Representative of the Secretary-General
OFFICE OF HEAD OF POLICE COMPONENT
Cabinet of Head of Police Component
Restructuring Capacity Building-Redeployment
Office of Chief of Staff
Operations
Sector East
Sector West
Formed Police Unit Coordinator
Formed Police Unit- Jordan-1 DALOA
Formed Police Unit- Jordan-2 ABIDJAN
Formed Police Unit- Jordan-3 ABIDJAN
Formed Police Unit- Bangladesh-1 BOUAKE
Formed Police Unit- Bangladesh-2 YAKRO
FPU – PAK GUIGLO

Annex III

Information on funding provisions and activities of United Nations agencies, funds and programmes

Priorities	*Outcomes*	*Outputs*	*Lead, partners, mechanism*
Governance	Available mechanisms in place ensuring rule of law, human rights compliance and gender balance	Number of primary and secondary legislation passed in accordance with applicable international conventions and standards	Office of the United Nations High Commissioner for Human Rights (OHCHR), United Nations Development Programme (UNDP), United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), United Nations Children's Fund (UNICEF), United Nations Population Fund (UNFPA)
	Conflict prevention and conflict-management mechanisms are in place at the national and local levels	Number of conflicts dealt with through the local peace committee	UNDP, UNFPA, OHCHR, Food and Agriculture Organization of the United Nations (FAO), UN-Women, International Organization for Migration
Poverty reduction	Available income of vulnerable population (with a focus on women and youth) is increasing	Vulnerable population have access to microcredit lines with a view to engaging in income-generating activities	International Labour Organization, FAO, United Nations Industrial Development Organization, UNDP, United Nations Capital Development Fund (UNCDF), UN-Women, UNFPA
		Vulnerable population have access to food (with reasonably good nutritive qualities)	FAO, World Farmers' Organization, UNFPA, WFP, UNICEF, UNESCO
Basic social services	Access to primary education	Equitable access (of boys and girls) to primary education of increased quality	UNICEF, UNESCO, WFP, OHCHR, UNFPA
	Access to health-related services	Affected population (women, children, youth) have access to maternal and childhood-related health services	UNFPA, World Health Organization, Joint United Nations Programme on HIV/AIDS (UNAIDS), WFP, UNDP

Map



Map No. 4200 Rev. 57 UNITED NATIONS
January 2015 (Colour)

Department of Field Support
Cartographic Section